United Nations

Advisory Committee on Administrative and Budgetary Questions

First report on the proposed programme budget for the biennium 2012-2013

General Assembly
Official Records
Sixty-sixth Session
Supplement No. 7

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First report on the proposed programme budget for the biennium 2012-2013

United Nations • New York, 2011

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ISSN 0255-1470

[11 August 2011]

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Preface

1. The major functions of the Advisory Committee on Administrative and Budgetary Questions, as defined by the General Assembly in its resolution 14 (I) of 13 February 1946, are:

(a) To examine and report on the budget submitted by the Secretary-General to the General Assembly;

(b) To advise the General Assembly concerning any administrative and budgetary matters referred to it;

(c) To examine on behalf of the General Assembly the administrative budgets of the specialized agencies and proposals for financial arrangements with such agencies;

(d) To consider and report to the General Assembly on the auditors' reports on the accounts of the United Nations and of the specialized agencies.

The Advisory Committee also reports on the financing of peacekeeping operations, the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda. In addition, the Committee reports on administrative budgets and other matters to the governing bodies of the United Nations Development Programme (UNDP), the United Nations Children's Fund (UNICEF), the United Nations Population Fund (UNFPA), the Office of the United Nations High Commissioner for Refugees (UNHCR) (voluntary funds), the United Nations Environment Programme (UNEP) (Environment Fund), the United Nations Human Settlements Programme (UN-Habitat), the United Nations Institute for Disarmament Research (UNIDIR), the United Nations Institute for Training and Research (UNITAR), the United Nations University (UNU), the World Food Programme (WFP), the United Nations Office on Drugs and Crime (UNODC), the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), the United Nations Office for Project Services (UNOPS) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women).

2. Under rule 156 of the rules of procedure of the General Assembly, the members of the Advisory Committee, no two of whom shall be nationals of the same State, shall be selected on the basis of broad geographical representation, personal qualifications and experience.

3. The Advisory Committee, as at 21 July 2011, had the following membership:

Collen V. Kelapile (Chair)
Alejandro Torres Lépori (Vice-Chair)
Stafford Oliver Neil
Mohammad Mustafa Tal
Nonye Udo
Peter Maddens
Aicha Afifi
Renata Archini
Vladimir A. Iosifov
Jasminka Dinić
Akira Sugiyama
Namgya C. Khampa
Richard Moon

Carlos Ruiz Massieu
Zhang Wanhai

4. The present report contains the conclusions and recommendations arrived at by the Advisory Committee on the basis of the Secretary-General's proposals for the programme budget for the biennium 2012-2013, supplemented, to the extent possible, by additional information supplied orally or in writing by representatives of the Secretary-General.

Collen V. **Kelapile**
Chair

Chapter I

General comments, observations and recommendations

1. The Advisory Committee recalls that, in its resolution 65/262, the General Assembly invited the Secretary-General to prepare his proposed programme budget for the biennium 2012-2013 on the basis of a preliminary estimate of $5,396,697,200 at revised 2010-2011 rates. In the same resolution, the General Assembly decided on the priorities for the biennium 2012-2013 and requested the Secretary-General to reflect them when presenting his proposed programme budget for 2012-2013. The priorities are as follows:

(a) Promotion of sustained economic growth and sustainable development, in accordance with the relevant resolutions of the General Assembly and recent United Nations conferences;

(b) Maintenance of international peace and security;

(c) Development of Africa;

(d) Promotion of human rights;

(e) Effective coordination of humanitarian assistance efforts;

(f) Promotion of justice and international law;

(g) Disarmament;

(h) Drug control, crime prevention and combating international terrorism in all its forms and manifestations.

2. The Secretary-General proposes a programme budget[1] for the biennium 2012-2013 amounting to $5,343,758,100 for the expenditure sections and $611,531,300 for the income sections (both at 2012-2013 rates).[2] On a net basis, the estimates total $4,732,226,800. The proposals for 2012-2013 under the expenditure sections total $5,196,993,400 at revised 2010-2011 rates, a decrease of 3.7 per cent as compared with the approved outline for 2012-2013.

3. In table 1 below, the estimates for the biennium 2012-2013 (at preliminary 2012-2013 rates) are compared with the revised estimates for 2010-2011, as approved by the General Assembly in its resolution 65/260, and with final expenditure and income for the biennium 2008-2009. The decrease in the expenditure estimates for 2012-2013 is $170.2 million, or 3.2 per cent, at revised 2010-2011 rates.

Note: The following abbreviations relating to posts have been used in the present report: DSG, Deputy Secretary-General; USG, Under-Secretary-General; ASG, Assistant Secretary-General; GS, General Service; PL, Principal level; OL, Other level; LL, Local level; NO, National Officer; FS, Field Service; SS, Security Service; TC, Trades and Crafts.

[1] The proposed programme budget for the biennium 2012-2013 is contained in documents A/66/6 (Introduction), (Sects. 1-7), (Sect. 8 and Corr.1), (Sects. 9-15), (Sect. 16 and Corr.1), (Sects. 17-25), (Sect. 26 and Corr.1), (Sect. 27), (Sect. 28 and Corr.1), (Sects. 29A-E), (Sect. 29F and Corr.1), (Sect. 29G), (Sects. 30-35), (Sect. 36 and Corr.1) and (Sect. 37) and (Income Sects. 1-3).

[2] It should be noted that all references to budgetary resources in the present report are at revised 2010-2011 rates (i.e. before recosting) unless specifically identified as being at 2012-2013 rates.

Table 1

Comparison of income and expenditure for the bienniums 2008-2009, 2010-2011 and 2012-2013

(Thousands of United States dollars)

	(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*	*(7)*	*(8)*
			Estimate 2012-2013		*Revised 2010-2011 rates*		*Revised 2012-2013 rates*	
Component	*Actual 2008-2009*	*Revised appropriation 2010-2011*	*Revised 2010-2011 rates*	*Preliminary 2012-2013 rates*	*Amount (3)-(2)*	*Percentage (5)/(2)*	*Amount (4)-(2)*	*Percentage (7)/(2)*
Expenditure	4 749 420.8	5 367 234.7	5 196 993.4	5 343 758.1	(170 241.3)	(3.2)	(23 476.6)	(0.4)
Income	559 038.1	592 971.8	594 456.5	611 531.3	1 484.7	0.3	18 559.5	3.1
Net	**4 190 382.7**	**4 774 262.9**	**4 602 536.9**	**4 732 226.8**	**(171 726.0)**	**(3.6)**	**(42 036.1)**	**(0.9)**

4. In his introduction to the proposed programme budget, the Secretary-General indicates that the delayed impact in the biennium 2012-2013 of the 248 posts established in 2010-2011 amounts to $24,930,300 (A/66/6 (Introduction), table 10). In addition, information is provided on the delayed impact in 2014-2015, at current rates, of the proposals for the establishment of 99 new posts in 2012-2013, which is estimated at $12,010,300 (ibid., table 11).

5. Estimates in the category "other assessed resources", comprising funds for the capital master plan, the International Tribunal for the Former Yugoslavia, the International Criminal Tribunal for Rwanda and the support account for peacekeeping operations, total $823,088,000 (ibid., table 8). The Advisory Committee was informed that following the adoption of General Assembly resolution 65/290 on strengthening the capacity of the United Nations to manage and sustain peacekeeping operations for the period 2011/12, the revised estimate was $692,021,100 (see table 2).

Table 2

Total budget

(Thousands of United States dollars)

			Increase (decrease)	
	2010-2011	*2012-2013*	*Amount*	*Percentage*
Regular budget				
Expenditure	5 367 234.7	5 343 758.1	(23 476.6)	(0.4)
General income	37 930.8	52 558.0	14 627.2	38.6
Subtotal	**5 329 303.9**	**5 291 200.1**	**(38 103.8)**	**(0.7)**
Staff assessment income	555 041.0	558 973.3	3 932.3	0.7
Net regular budget	4 774 262.9	4 732 226.8	(42 036.1)	(0.9)
Other assessed[a]				
Support activities	700 087.9	692 021.8	(8 066.1)	(1.2)
Subtotal	**700 087.9**	**692 021.8**	**(8 066.1)**	**(1.2)**

			Increase (decrease)	
	2010-2011	*2012-2013*	*Amount*	*Percentage*
Extrabudgetary				
Support activities	416 858.2	425 019.0	8 160.8	2.0
Substantive activities	2 166 360.8	2 538 881.8	372 521.0	17.2
Operational activities	9 066 870.6	9 477 672.9	410 802.3	4.5
Subtotal	**11 650 089.6**	**12 441 573.7**	**791 484.1**	**6.8**
Total	**17 124 440.4**	**17 865 822.3**	**791 381.9**	**4.3**

[a] Reflecting the decision of the General Assembly in resolution 65/290 with respect to the support account for peacekeeping operations.

6. The level of extrabudgetary resources during the biennium 2012-2013 is estimated at $12,441,573,700 (ibid., table 9). As indicated in table 2 above, the estimated total comprises $425,019,000 for support activities, $2,538,881,800 for substantive activities and $9,477,672,900 for operational activities.

7. The estimated total for activities funded by the regular budget, other assessed resources and extrabudgetary funds for the biennium 2012-2013 amounts to $17,865,822,300.

8. The Advisory Committee was further informed that, for the periods from 1 July 2010 to 30 June 2011 and 1 July 2011 to 30 June 2012, the estimates for peacekeeping operations, which have a different financial period, would total approximately $14 billion. This figure excludes the costs of the Office of the United Nations Special Coordinator for the Middle East Peace Process, the United Nations Truce Supervision Organization (UNTSO), the United Nations Military Observer Group in India and Pakistan (UNMOGIP) and special political missions, which are covered under the regular budget.

9. The proposed budgets for the International Criminal Tribunal for Rwanda and the International Tribunal for the Former Yugoslavia for the biennium 2012-2013 will be submitted for the consideration of the Advisory Committee in the third quarter of 2011. The revised appropriations for the two Tribunals for 2010-2011 total $578,315,900 gross ($525,414,900 net) (see General Assembly resolutions 65/252 and 65/253).

10. The Secretary-General indicates in the introduction to the proposed programme budget that the budget was prepared in accordance with the strategic framework for the period 2012-2013 (A/65/6/Rev.1), as approved by the General Assembly in its resolution 64/229, and has been guided by the priorities, objectives and mandates set by Member States. The Secretary-General also states that in formulating the proposals, programme activities and their associated resources were scrutinized. An extensive and rigorous review of processes was undertaken as part of an effort to reduce overlap, embrace innovation, build greater synergies and deliver the programme of work. Although the proposed programme budget is below the approved level of the budget outline, the Secretary-General states that it is aimed at enabling the Organization to deliver its mandates in full (A/66/6 (Introduction), paras. 1 and 3).

11. While the overall budget level is lower than the revised appropriation for 2010-2011, the Secretary-General highlights a number of areas that are proposed to be strengthened, namely, UNODC, UN-Women, the Office of the United Nations High Commissioner for Human Rights (OHCHR), UNRWA, the secretariat of the International Strategy for Disaster Reduction and the Office of Internal Oversight Services (OIOS). The Secretary-General highlights additional provisions related to the enterprise resource planning project, the implementation of the International Public Sector Accounting Standards and investments in information and communications technology and for improving and modernizing access to the services provided by the Dag Hammarskjöld Library (ibid., paras. 12-14).

12. The Advisory Committee was informed that in the second quarter of 2011, the Secretary-General requested his senior managers to work below the approved level of the budget outline by at least 3 per cent without affecting the Organization's ability to carry out its mandates or programmes. The Secretary-General informed the Committee that this request had not been made on the basis of an in-depth analysis of programmes, but rather reflected the reality of the austere times that followed the global financial crisis and also his commitment to ensure that the Organization carries out its mandates in a cost-effective manner. The Secretary-General had requested programme managers to conduct a thorough review not only of their programmes and related activities but, more importantly, of their business processes. He said that programme managers had been given full authority to devise the optimal mix of resources while ensuring programme delivery. The Committee was informed that the process was an interactive one and, depending on the mutually identified efficiency gains in each area, differentiated targets had been achieved with regard to the different budget sections.

13. **The Advisory Committee has consistently emphasized the importance of the ongoing review of programmes and business processes to ensure the most effective and efficient implementation of mandates. The Committee therefore welcomes the initiative of the Secretary-General in requesting such a review by programme managers. The Committee is of the view, however, that the time frame available to programme managers was insufficient to allow for such a review to be carried out in a comprehensive manner. In this regard, the Committee considers that this shortcoming is reflected in the proposals being put forward. In particular, the Committee is of the view that the overall reductions proposed are neither significant nor structural in nature. As such, it is considered unlikely that the proposed cuts, if approved, would be sustained in future budgets.**

14. In the present report, the Advisory Committee has therefore highlighted a number of aspects of the proposals on which it has concerns. These include the profile of the staffing changes being proposed, which would reduce the number of entry-level Professional posts, and the possible impact of reductions in departments and offices that received additional resources under resolution 63/260 on the strengthening of development-related activities. With regard to the level of the proposed programme budget for the biennium 2012-2013, the Committee observes that the overall level of resources will be affected both by the submission of proposals for special political missions and by decisions taken on the separate reports with financial implications, which will be submitted to the General Assembly at the main part of its sixty-sixth session. In addition, the Committee notes that reductions of approximately $18 million under section 2, General

Assembly and Economic and Social Council affairs and conference management, relating to the production of summary records and the provision of conference services to United Nations funds and programmes, are contingent on decisions of the Assembly on the proposed changes.

15. The Advisory Committee notes the indication by the Secretary-General that the proposals are aimed at enabling the Organization to carry out its mandates in full. During its hearings, however, a number of programme managers indicated that the reduction in resources would have an impact on the functioning of the offices concerned, even if not directly on mandate delivery. For example, with regard to the Economic and Social Commission for Asia and the Pacific (ESCAP), the Committee was informed that while reductions had been made in the area of programme support so as not to reduce resources for the programme of work, the capability to service intergovernmental bodies would be decreased. As a result, ESCAP would no longer translate non-legislative documentation or service expert bodies where translation was not mandatory (see also chap. II, paras. V.46-V.47).

16. **The Advisory Committee is of the view that the full impact of the budget proposals will become apparent only over time and will be considered, in due course, by the General Assembly through the performance reporting mechanism. The Committee expects, however, that steps will be taken to mitigate any unintended consequences so that mandate delivery is not adversely affected and so that there is no change in the overall level of support provided to Member States.**

17. The Advisory Committee notes that the proposals of the Secretary-General amount to $170.2 million less than the revised appropriation for the biennium 2010-2011. The distribution of resources compared with the revised appropriation for the current biennium is presented in paragraph 17 of the introduction to the proposed programme budget (see table 3 below). Seven parts of the budget reflect decreases, with the largest reductions in percentage terms being in the areas of political affairs (8.4 per cent), overall policymaking, direction and coordination (5.2 per cent) and public information (3.0 per cent). Increased resources are proposed for six parts, the most significant being in the areas of capital expenditures (5.9 per cent), human rights and humanitarian affairs (3.8 per cent) and common support services (1.5 per cent).

Table 3

Distribution of resources in 2012-2013 compared with the revised appropriation for 2010-2011

(Thousands United States dollars)

		2010-2011 revised appropriation	*Change*		*2012-2013 resources (before recosting)*
			Amount	*Percentage*	
I.	Overall policymaking, direction and coordination	756 270.0	(39 345.0)	(5.2)	716 925.0
II.	Political affairs	1 457 909.0	(122 233.6)	(8.4)	1 335 675.4
III.	International justice and law	92 002.3	109.7	0.1	92 112.0
IV.	International cooperation for development	428 505.3	(1 828.8)	(0.4)	426 676.5
V.	Regional cooperation for development	513 210.9	(9 562.7)	(1.9)	503 648.2

		2010-2011 revised appropriation	Change		2012-2013 resources (before recosting)
			Amount	Percentage	
VI.	Human rights and humanitarian affairs	298 021.2	11 384.7	3.8	309 405.9
VII.	Public information	184 996.6	(5 564.4)	(3.0)	179 432.2
VIII.	Common support services	598 091.2	8 894.0	1.5	606 985.2
IX.	Internal oversight	38 925.0	100.3	0.3	39 025.3
X.	Jointly financed administrative activities and special expenses	126 127.5	(2 955.7)	(2.3)	123 171.8
XI.	Capital expenditures	60 326.8	3 589.3	5.9	63 916.1
XII.	Safety and security	238 447.7	298.0	0.1	238 745.7
XIII.	Development Account	23 651.3	—	—	23 651.3
XIV.	Staff assessment	550 749.9	(13 127.1)	(2.4)	537 622.8
	Total	**5 367 234.7**	**(170 241.3)**	**(3.2)**	**5 196 993.4**

18. A summary of proposals, by budget section, is provided in table 3 of the introduction to the proposed programme budget. The Advisory Committee notes that the proposals for 21 budget sections reflect reductions in comparison with the revised appropriation for 2010-2011, totalling $206.3 million, while the resources for 4 budget sections remain unchanged and 18 sections reflect increases totalling $36.1 million.

19. As detailed in table 4 below, proposals are made for eight budget sections that are 3 per cent or more above the revised appropriation for 2010-2011, with the combined increase amounting to $28.6 million. In certain cases, the Advisory Committee notes that the proposed increases reflect General Assembly decisions calling for strengthening in the area concerned, as with section 16, International drug control, crime and terrorism prevention and criminal justice, and section 26, Palestine refugees. Others reflect new mandates approved during the current biennium, for example, in section 24, Human rights. At the same time, the proposals reflect the priority given by the Secretary-General to modernizing the Organization, which is expected to lead eventually to significant savings. Upon enquiry, the Committee was informed that given this priority, the Secretary-General's requirement for a 3 per cent cut was not applied to the Office of Information and Communications Technology (see also para. 32 below).

Table 4

Budget sections reflecting an increase of 3 per cent or greater compared with the revised appropriation for 2010-2011

(Thousands of United States dollars)

Budget section		*2010-2011 appropriation*	*Resource growth*		*2012-2013 resources before recosting*
			Amount	*Percentage*	
13.	International Trade Centre	31 793.3	997.1	3.1	32 790.4
16.	International drug control, crime and terrorism prevention and criminal justice	39 191.1	1 927.5	4.9	41 118.6
17.	UN-Women[a]	13 532.5	1 304.4	9.6	14 836.9
24.	Human rights	141 191.4	6 043.5	4.3	147 234.9
26.	Palestine refugees	43 712.4	5 000.0	11.4	48 712.4
29A.	Office of the Under-Secretary-General for Management	26 126.1	6 690.0	25.6	32 816.1
30.	Office of Information and Communications Technology[b]	72 120.0	3 000.0	4.2	75 120.0
34.	Construction, alteration, improvement and major maintenance	60 326.8	3 589.3	5.9	63 916.1

[a] UN-Women was established as a composite entity effective 1 January 2011 in accordance with General Assembly resolution 64/289. For comparison and presentation purposes only, in the present report the revised appropriation level has been technically adjusted to reflect the biennial level.

[b] The report of the Secretary-General on enterprise information and communications technology initiatives for the United Nations Secretariat (A/66/94) contains further proposals totalling $6,423,400 from the regular budget for the biennium 2012-2013.

20. With regard to budget sections for which reduced requirements are proposed, five sections reflect decreases of 3 per cent or more and account for $169 million in reduced requirements (see table 5 below).

Table 5

Budget sections reflecting a reduction of 3 per cent or greater compared with the revised appropriation for 2010-2011

(Thousands of United States dollars)

Budget section		*2010-2011 appropriation*	*Resource growth*		*2012-2013 resources before recosting*
			Amount	*Percentage*	
2.	General Assembly and Economic and Social Council affairs and conference management	656 070.4	(41 958.2)	(6.4)	614 112.2
3.	Political affairs	1 314 847.4	(119 734.3)	(9.1)	1 195 113.1
10.	Least developed countries, landlocked developing countries and small island developing States	7 406.1	(740.6)	(10.0)	6 665.5

Budget section	2010-2011 appropriation	Resource growth Amount	Resource growth Percentage	2012-2013 resources before recosting
28. Public information	184 996.6	(5 564.4)	(3.0)	179 432.2
32. Jointly financed administrative activities	11 993.4	(999.6)	(8.3)	10 993.8

21. The Advisory Committee notes that the overall reduction of $170.2 million in comparison with the revised appropriation for 2010-2011 is largely based on two elements: a reduction of $120.8 million in the estimated provision for special political missions and a reduction of $43.7 million under other staff costs, due primarily to reductions in the provision for temporary assistance for meetings and general temporary assistance. Other categories of expenditure showing decreased requirements include staff assessment ($13.1 million), supplies and materials ($7.5 million), furniture and equipment ($5.9 million), consultants ($2.0 million) and travel of staff ($1.0 million). Those reductions are partially offset by increases under posts ($12.9 million), travel of representatives ($2.9 million), improvement of premises ($1.0 million) and grants and contributions ($10.8 million), which were due largely to an increased provision of $6.6 million for the enterprise resource planning project.

22. As noted previously, the Secretary-General stated that programme managers had been given full authority to determine the mix of resources required to ensure that mandates were carried out. The Advisory Committee was informed that no specific direction had been given to apply any particular efficiency measure in a cross-cutting manner. As a result, the proposals reflect a variety of approaches through which reductions were achieved. For instance, reductions in staffing levels are proposed for 13 budget sections, with the decreases being concentrated in the junior Professional or General Service and related categories. In a few cases, notably in a number of the regional economic commissions, the majority of the overall reduction in resources is attributable to the abolition of posts. With regard to non-post areas of expenditure, the Committee notes a range of measures being taken, including the retention of furniture and equipment beyond its normal replacement cycle, the reduction of requirements for consultants and a proposed requirement that economy class be used for all travel undertaken with regular budget training funds.

23. The disparate approaches being taken by different programme managers may best be illustrated through the proposals under section 18, Economic and social development in Africa, and section 21, Economic and social development in Latin America and the Caribbean, offices of comparable size and mandate. The proposals reflect reductions of similar levels, $2.8 million (2.3 per cent) and $2.9 million (2.6 per cent), respectively. However, in the Economic Commission for Africa (ECA), all reductions are proposed in non-post areas, with no reduction in staffing. In contrast, the majority of the reductions in the Economic Commission for Latin American and the Caribbean (ECLAC) are due to the proposed abolition of 12 posts.

24. The Advisory Committee notes that reductions in the current level of resources are proposed in all but one of the budget sections strengthened in 2009 on the basis of the report of the Secretary-General on development-related activities (A/62/708).

Of the 91 new posts approved in resolution 63/260 for nine budget sections, 38 posts in six sections are now proposed for abolition. The abolitions include four of the posts specifically approved in resolution 63/260: two under section 9, Economic and social affairs (P-4, P-3), and two under section 20, Economic development in Europe (P-4, P-3). In particular, the Committee notes that of the 34 Professional level posts being proposed for abolition in the budget as a whole, 20 come from three regional economic commissions, namely, the Economic Commission for Europe (ECE), ESCAP and ECLAC.

25. The Advisory Committee takes note of the information provided in the proposed programme budget of the early positive impact of the new posts approved under resolution 63/260, many of which were encumbered only in 2010, on the work of the offices concerned (see paras. 126-128 below). **While recognizing that the budgetary process offers the opportunity to review and reassess how to most effectively deliver on mandates, the Committee is concerned by the extent of the reductions in staffing being proposed for certain departments and offices, especially those recently strengthened under resolution 63/260. The Committee is of the view that the reductions appear to call into question the basis on which elements of the original proposals for strengthening were made.**

Estimates for special political missions

26. As noted in paragraph 21 above, the main factor in the reduction in the level of the proposed programme budget is the reduced estimate for special political missions under section 3, Political affairs. The estimate provides for an amount of $1.1 billion, reflecting a reduction of $120.8 million compared with the revised appropriation for 2010-2011. Upon enquiry, the Committee was informed that the reduced provision reflected two elements. First, adjustments totalling $85.8 million were made in respect of missions whose mandates had been completed or discontinued or where there had been changes in the scope of mandates, namely the United Nations Mission in Nepal (UNMIN), the United Nations representative to the International Advisory and Monitoring Board and the United Nations Office in Burundi (BNUB). Second, it was stated that a further reduction of $35.0 million had been made with respect to other special political missions on the basis of the expected delivery of objectives and mandates in a cost-effective and efficient manner.

27. **The Advisory Committee points out that funding for special political missions during the biennium will be dependent on decisions of the General Assembly and/or the Security Council to establish or renew mandates. As such, the provision is subject to change. Because resource proposals for 2012 for special political missions have yet to be prepared, the Committee is of the opinion that the additional reduction of $35 million in the estimate for ongoing missions can be considered only a preliminary projection at this point. For this reason, and in view of past experience, which indicates an inability to make predictions about such missions, the Committee is of the view that the level of reduction reflected in the Secretary-General's projections for special political missions during the biennium 2012-2013 may prove optimistic, and therefore does not necessarily amount to savings. In this regard, the Committee believes it is essential that the Secretary-General demonstrate restraint when presenting the budgetary proposals for special political missions.**

Additional reports to be submitted to the General Assembly

28. The Secretary-General states that in addition to matters that may arise from the Main Committees of the General Assembly during its sixty-sixth session, there are a number of other evolving issues on which separate reports will be submitted to the Assembly and which the Secretary-General indicates may have a significant bearing on the programme of work for the biennium 2012-2013 (A/66/6 (Introduction), para. 16). Upon enquiry, the Advisory Committee was provided with the following information on additional reports that the Secretary-General expects to submit to the Assembly at the main part of its sixty-sixth session:

Reports with financial implications

Information and communications technology strategy (resolution 65/259), enterprise content management, customer relationship management and disaster recovery and business continuity (resolutions 63/262, 63/269 and 64/243)

The strategic heritage plan at the United Nations Office at Geneva (resolution 64/243)

Administration of justice (resolution 65/259)

Requirements that may arise from the Fourth United Nations Conference on the Least Developed Countries

Reports with possible financial implications

Annual report on the activities of the Ethics Office

Report of the Secretary-General on the emergency management framework (resolution 64/260)

Administrative and financial implications of the decisions and recommendations contained in the report of the International Civil Service Commission for 2011

Report of the Secretary-General on the administrative and financial implications arising from the report of the United Nations Joint Staff Pension Board

Other reports[3]

Overseas property management and construction projects in progress (resolution 65/259)

Review of current arrangements for funding and backstopping of special political missions (resolution 65/259)

Feasibility study of long-term United Nations Headquarters accommodation requirements

Report on accountability: implementation of resolution 64/259

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[3] In addition, the detailed proposed programme budget for the International Trade Centre (A/66/6 (Sect. 13)/Add.1) will be submitted to the General Assembly and the General Council of the World Trade Organization in the fourth quarter of 2011 in accordance with established procedure.

29. The Advisory Committee was informed that it is envisaged that the above-mentioned reporting on administration of justice, pursuant to resolution 65/259, will be addressed in two separate reports, covering the formal system (Office of the Administration of Justice and other offices) and the informal system, which will be addressed in the context of the annual report on the activities of the United Nations Ombudsman and Mediation Services.

30. In addition to the reports indicated above, the Advisory Committee was informed that following the establishment of the post of Director-General of the United Nations Office at Nairobi, support arrangements in the Office were being reviewed. The Committee was informed that any related revisions to requirements for 2012-2013 would be reported to the General Assembly at the main part of its sixty-sixth session, in accordance with established practice.

31. The Advisory Committee recalls that the General Assembly has, for the past two bienniums, requested the Secretary-General to take the steps necessary to avoid a piecemeal approach to the budget process and to ensure that the fullest possible picture of the Organization's requirements is included in the proposed programme budget (see resolution 62/236, para. 9, and resolution 64/243, para. 15). With regard to information and communications technology, the Committee also recalls that the Assembly requested in its resolutions 64/243 and 65/259 that the proposals be submitted in the context of the proposed programme budget for 2012-2013. **The Committee recognizes that unforeseen requirements could arise that need to be addressed outside the normal biennial regular budget cycle. The Committee is of the view, however, that issues foreseen during the preparation of the proposed programme budget could have been included in the Secretary-General's proposals. If a full submission of those items was not possible, the Committee would have expected that indicative estimates of the resource requirements, at a minimum, would have been reflected in the proposed programme budget in order to provide Member States with the most comprehensive information possible at the time.**

32. In this regard, the Advisory Committee received and considered a report of the Secretary-General on enterprise information and communications technology initiatives for the United Nations Secretariat (A/66/94). The Committee notes that the report contains additional resource proposals amounting to some $42.8 million for the biennium 2012-2013, of which $6.4 million is requested from the regular budget.

33. **Although the reports listed above will be before the General Assembly when it considers the proposed programme budget for the biennium 2012-2013, the Advisory Committee is concerned that the piecemeal approach does not provide the Committee with the full information it requires at the time of its consideration of the Secretary-General's proposals to be able to render advice to the Assembly on the proposed programme budget.**

Change management initiative

34. The Secretary-General indicates that during 2012-2013 work will continue on examining and updating the way in which the Organization works through a change management process aimed at ensuring that the Organization serves Member States and its beneficiaries more effectively and efficiently. Upon enquiry, the Advisory Committee was informed that a change management team had been established to

facilitate that process. The team is to be led by an Assistant Secretary-General and consist of six to eight additional staff serving on secondment from their departments or offices together with a small number of consultants with expertise in change management, human resources and information and communications technologies (ICT). It was also indicated that the work of the team would be overseen by the Deputy Secretary-General.

35. The Advisory Committee was informed that the tasks of the change management team would be:

(a) To focus its work on six categories: programme effectiveness; human resources; ICT; procurement and common services; innovation in business processes; and governing body processes, including the design of an engagement strategy both internally and with Member States;

(b) To assess the feasibility and cost of all proposed reforms;

(c) To ensure consistency in the implementation of reform measures;

(d) To cross-fertilize efforts with other important work streams;

(e) To develop a prioritized implementation plan with timelines for the consideration of the Secretary-General.

36. The Advisory Committee was informed that the primary task of the change management team was to analyse and assess the change initiatives emanating from senior managers, staff and other stakeholders and to formulate an implementation plan. It was expected that the work would be completed by the end of 2011, while implementation of the change initiatives themselves would have different time frames, with some expected to be completed in 2011 and other initiatives continuing into 2012 or longer. The Committee was also informed that it was too early to predict the impact of the activities of the change management team on resource requirements in the biennium 2012-2013.

37. The Advisory Committee was also informed that the change management initiatives would vary in scope and impact and, while some may involve changes to internal processes under the Secretary-General's authority, others may involve changes requiring approval of the General Assembly. In this regard, it was stated that the change management team would design an engagement strategy to communicate its work and to seek appropriate guidance from Member States and the appropriate intergovernmental bodies. **The Committee underscores the importance of regular communication, both internally and with Member States, on the activities of the team, including with respect to its objectives, the timeline for its activities and the initiatives being considered and undertaken.**

38. With regard to funding, the Advisory Committee was informed that it was envisaged that the change management team would be funded through extrabudgetary resources for the period of its engagement to 31 December 2011. While the main support for the team would be through the secondment of staff from various offices within the Organization, the Committee was informed that it was envisaged that approximately $700,000 would be needed to carry out the initiative. As at 26 July 2011, the Committee was informed that, in addition to the Assistant Secretary-General, the team consisted of four Professional staff on secondment from OIOS, the Department of Management, the Department of Political Affairs and the Department of Public Information, and another member was due to join from the

Department of Economic and Social Affairs. In addition, discussions were ongoing to identify a member to represent the agencies, funds and programmes. Administrative support was being provided by a General Service staff member on secondment from the Department of Peacekeeping Operations.

39. **The Advisory Committee recognizes that initiatives to increase efficiency and effectiveness are developed and implemented on an ongoing basis by programme managers at all levels in various departments and offices. The Committee is of the view, however, that to date there has been insufficient focus on identifying those measures which are found to be most effective and ensuring that they are effectively implemented throughout the Organization as a whole. As such, the Committee sees merit in the creation of temporary capacity focused on such change management initiatives. The Committee points out that had such a team been set up earlier, the results of its work could have been reflected in the proposed programme budget for the biennium 2012-2013.**

40. Upon enquiry, the Advisory Committee was informed that to date no evaluations of change management or reform initiatives in the United Nations had been completed. The Committee was informed, however, that the change management team would evaluate previous such initiatives and take into account lessons learned. **The Committee emphasizes the importance of conducting a thorough review of all previous initiatives and reforms with a view to drawing lessons, particularly in instances where such initiatives have failed to have the desired impact.**

41. The Advisory Committee notes that the change management team is expected to complete its primary task by the end of 2011. **The Committee expects that the implementation and impact of the initiatives themselves will thereafter be overseen by the existing mechanisms, notably the Steering Committee on the Implementation of Change Management Measures, chaired by the Deputy Secretary-General, and other senior management forums, such as the Management Committee and, where appropriate, the United Nations System Chief Executives Board for Coordination (CEB).**

Contingency fund

42. The Advisory Committee recalls the provisions of General Assembly resolutions 41/213 and 42/211. It also recalls that, in its resolution 65/262, the Assembly decided that the level of the contingency fund for the biennium 2012-2013, within which additional requirements should be accommodated, would be $40,475,200.

A. Format and presentation of the proposed programme budget

43. **The Advisory Committee regrets that its consideration of the proposed programme budget for the biennium 2012-2013 was affected by the late submission of the introduction to the proposed programme budget and of a number of the individual budget sections. The Committee reiterates the importance of ensuring that the budgetary process, including the timeliness of the submission of documents and of additional information requested by the Committee, is fully respected.**

44. The format of the proposed programme budget for the biennium 2012-2013 remains basically unchanged from that of 2010-2011. The Secretary-General indicated that, in accordance with the terms of General Assembly resolution 58/269, the programme narratives had been strictly formulated on the basis of the approved strategic framework for the period 2012-2013 (A/65/6/Rev.1) and that any differences would be reported to the Committee for Programme and Coordination. As indicated in paragraph 54 of the introduction to the proposed programme budget, differences resulting from new and/or revised mandates affect section 3, Political affairs, section 15, Human settlements, section 17, UN-Women, and section 22, Economic and social development in Western Asia. The Advisory Committee notes that the Secretary-General has presented a consolidated report on the changes to the biennial programme plan (A/66/82) for review by the Committee for Programme and Coordination in accordance with resolution 58/269.

Results-based-budgeting framework

45. The Advisory Committee recalls that the Board of Auditors, in its report on the United Nations for the biennium 2008-2009 (A/65/5 (Vol. I), chap. II), highlighted a number of shortcomings in the presentation of the logical frameworks. These included, in certain instances, a lack of clarity in the link between expected accomplishments and the corresponding objective and also between the indicators of achievement used and the related expected accomplishment. More fundamentally, the Board identified a number of structural and deep-rooted obstacles to changing the results-based-budgeting system as currently designed and implemented. As such, the Board expressed the opinion that the expectations behind the decision to develop results-based budgeting did not appear to have been matched by the process as implemented in the Secretariat. **From the viewpoint of its role in the budgetary review process, the Committee has raised concerns similar to those articulated by the Board of Auditors (see A/64/7, paras. 13-22). The Committee acknowledges the continued efforts being made to refine and improve the presentation of the logical frameworks. However, on the basis of its review of the proposed programme budget for the biennium 2012-2013, the Committee considers that the concerns remain valid. In this regard, the Committee looks forward to reviewing the proposals resulting from the work of a results-based management task force, which are to be presented to the General Assembly at its sixty-sixth session.**

Discontinued outputs

46. In accordance with regulation 5.6 and rule 105.6 of the Regulations and Rules Governing Programme Planning, the Programme Aspects of the Budget, the Monitoring of Implementation and the Methods of Evaluation, the Secretary-General reports that a total of 1,792 outputs delivered in 2010-2011 will be discontinued in 2012-2013, reflecting the outcome of the review of outputs delivered in 2010-2011. The discontinuation of outputs is reported in the relevant sections of the budget and a summary is provided in the table in paragraph 23 of the introduction to the proposed programme budget. **The Advisory Committee reiterates its view that the information on discontinued outputs would be more useful if the budget documents identified whether new outputs were being proposed in lieu of the activities concerned. In addition, where discontinued outputs are not being specifically replaced by new outputs, the Committee**

remains of the view that attempts should be made to identify the totality of resources that would be made available for redeployment as a result of the proposed discontinuation (see A/60/7, para. 15).

47. The Advisory Committee recalls its recommendation that the proposed programme budget indicate the extent of involvement of the intergovernmental bodies in formulating programmes related to activities funded by the regular budget (ibid., para. 18). In this regard, as part of the process leading to the termination of the outputs referred to above, the Committee notes that the programmes of work for sections 2, 3, 6, 8, 9, 12, 14, 15, 16, 18, 19, 20, 21, 22, 24 and 28 have been reviewed by the relevant bodies (A/66/6 (Introduction), annex I).

Monitoring and evaluation

48. The proposed programme budget identifies resources related to monitoring and evaluation within each section pursuant to paragraph 20 of General Assembly resolution 58/269. The Advisory Committee notes that for 2012-2013, the resources devoted to monitoring and evaluation would amount to $57.3 million, representing an increase of $6.5 million, or some 13 per cent, over the estimates for the biennium 2010-2011. The regular budget provision is $33.5 million, an increase of $2.6 million as compared to 2010-2011, while other assessed provisions and extrabudgetary resources account for $4.3 million and $19.4 million respectively. The distribution of the resources among budget sections is shown in table 6 below.

Table 6

Estimated resource requirements for monitoring and evaluation

(Thousands of United States dollars)

Budget section		*Regular budget*	*Extrabudgetary*	*Other assessed*	*Total*
2.	General Assembly and Economic and Social Council affairs and conference management	3 191.7	—	—	3 191.7
3.	Political affairs	39.3	15.6	—	54.9
4.	Disarmament	301.4	20.0	—	321.4
5.	Peacekeeping operations	—	—	1 581.3	1 581.3
6.	Peaceful uses of outer space	321.3	116.1	—	437.4
8.	Legal affairs	970.1	—	172.0	1 142.1
9.	Economic and social affairs	598.1	42.6	—	640.7
10.	Least developed countries, landlocked developing countries and small island developing States	112.4	—	—	112.4
11.	United Nations support for the New Partnership for Africa's Development	171.7	—	—	171.7
12.	Trade and development	996.5	374.9	—	1 371.4
14.	Environment	377.6	1 513.2	—	1 890.8
15.	Human settlements	396.5	2 713.3	—	3 109.8
16.	International drug control, crime and terrorism prevention and criminal justice	868.6	2 327.6	—	3 196.2
17.	UN-Women	—	3 735.5	—	3 735.5
18.	Economic and social development in Africa	2 536.3	714.0	—	3 250.3

Budget section		*Regular budget*	*Extrabudgetary*	*Other assessed*	*Total*
19.	Economic and social development in Asia and the Pacific	3 616.8	430.2	—	4 047.0
20.	Economic development in Europe	822.0	6.0	—	828.0
21.	Economic and social development in Latin America and the Caribbean	718.4	212.5	—	930.9
22.	Economic and social development in Western Asia	663.0	148.4	—	811.4
24.	Human rights	1 251.9	251.2	—	1 503.1
25.	International protection, durable solutions and assistance to refugees	1 256.0	2 344.0	—	3 600.0
26.	Palestine refugees	1 748.8	1 903.0	—	3 651.8
27.	Humanitarian assistance	401.2	1 389.4	—	1 790.6
28.	Public information	2 792.0	—	—	2 792.0
29A.	Office of the Under-Secretary-General for Management	109.3	—	—	109.3
29B.	Office of Programme Planning, Budget and Accounts	2 234.7	459.3	246.4	2 940.4
29C.	Office of Human Resources Management	411.1	36.1	42.4	489.6
29D.	Office of Central Support Services	1 846.4	34.6	2 044.5	3 925.5
29E.	Administration, Geneva	1 001.8	360.6	—	1 362.4
29F.	Administration, Vienna	266.2	270.6	—	536.8
29G.	Administration, Nairobi	246.6	5.6	—	252.2
30.	Office of Information and Communications Technology	41.8	—	—	41.8
31.	Internal oversight	753.3	—	256.7	1 010.0
35.	Safety and security	2 449.2	—	—	2 449.2
	Total	**33 512.0**	**19 424.3**	**4 343.3**	**57 279.6**

49. The Advisory Committee observes that the level of resources devoted to monitoring and evaluation activities is significant and continues to grow. **The Committee emphasizes the importance of regular monitoring and evaluation of programme activities to determine the relevance, efficiency, effectiveness and impact of the Organization's activities and also considers that such activities are a central element of effective management. As such, the Committee is of the view that there should be an increase in the level of information provided on how the resources in this area are utilized and on the results of the activities undertaken.**

50. The Secretary-General provides information on the type of monitoring and evaluation activities carried out in the introduction to the proposed programme budget. The Advisory Committee notes that the bulk of the resources in this area continue to be directed towards internal evaluations, consisting of self-evaluations as well as the self-assessments carried out in the context of monitoring and programme performance reporting, with only approximately 2 per cent being devoted to mandated or discretionary external evaluations (A/66/6 (Introduction), paras. 74 and 76). **The Committee remains of the view that there is no substitute for independent evaluation as a source of objective analysis of the achievements and shortcomings of United Nations programmes and activities and that mechanisms and offices for that purpose exist within the system.**

51. The Advisory Committee further notes that the estimates in respect of section 31, Internal oversight, reflect only approximately $1 million in resources for the evaluation by the Office of Internal Oversight Services of its own activities (A/66/6 (Sect. 31), para. 31.12). The estimates provided in the proposed programme budget do not include, however, the cost of the external monitoring and evaluation activities of OIOS and the Joint Inspection Unit. **The Committee is of the view that the inclusion of information on the resources available to OIOS and the Joint Inspection Unit for the evaluation of the activities of other departments and offices is important and would more accurately present the totality of resources devoted to monitoring and evaluation throughout the Organization.**

52. The Advisory Committee continues to note significant variation in the level of projected expenditures for monitoring and evaluation across Secretariat departments and offices. This is notable even when the functions of the offices could be considered as broadly similar in nature and scope, for example, the regional economic commissions. The Committee also notes, however, that the variation may, in part, reflect differences in how the resources involved are measured by different departments and offices. For instance, while a number of departments and offices have discrete monitoring and evaluation capacities, with staff devoted full time to such activities, in many others such activities are carried out, on an ad hoc basis, by staff as part of their ongoing duties. In the latter cases, the proposed programme budget reflects estimates made on the basis of the time devoted by its staff, on a part-time basis, to such activities. This results in a situation where consistency in approach, including as to what elements of a manager's responsibilities are identified as distinct monitoring and evaluation activities, is likely to be difficult to achieve. **The Advisory Committee is thus of the view that the focus in the budget presentation should be on the nature and results of monitoring and evaluation activities rather than just on their estimated cost.**

53. In this regard, the Advisory Committee notes that in the preparation of the proposed programme budget, each programme manager is required to submit an evaluation plan detailing both the external and internal evaluations planned for the next biennium. **While each budget section includes an estimate of the resources required for the evaluation activities planned for the biennium 2012-2013, the Committee is of the view that the budget document, in general, lacks information on the specific activities involved. The Committee requests that future programme budgets provide information on the main evaluation activities planned by each department or office.**

54. The Secretary-General provides information on a range of benefits from monitoring and evaluation activities that have been undertaken (A/66/6 (Introduction), para. 79). Information on such results is also included, in varying degrees, in some individual budget sections. **The Advisory Committee welcomes the inclusion of such information but is of the view that greater effort is required. The Committee regrets that information on monitoring and evaluation activities that had been undertaken was not included in a number of budget sections. It reiterates its request that future budget presentations highlight more consistently the major evaluation activities carried out, how the lessons learned were implemented in order to improve programme delivery and, where applicable, any impact on the proposed allocation of resources (see A/64/7, para. 26).**

B. Methodology

55. As indicated in the introduction to the proposed budget, the methodology used to prepare the financial requirements remains unchanged from that used for the current biennium, as endorsed by the General Assembly in its resolution 47/212 A. The proposed budget includes a provision of $25 million related to the delayed impact of new posts approved in 2010-2011 and the deduction of one-time costs of $65 million approved for that biennium (see A/66/6 (Introduction), paras. 46 and 47). Resources in the amount of some $1.1 billion are included for special political missions. Additional requirements for special political missions, should they become necessary, would continue to be treated in accordance with the provisions of General Assembly resolution 41/213.

56. As indicated in paragraph 50 of the introduction to the proposed budget, a uniform vacancy rate of 9.6 per cent for Professional staff and 4.0 per cent for General Service staff is proposed for continuing posts. For field security staff, a vacancy rate of 14.0 per cent for Professional staff and 14.7 per cent for General Service staff is proposed. These reflect the rates approved for the biennium 2010-2011 by the General Assembly in its resolution 64/243. The Advisory Committee was informed that actual average vacancy rates, as at 31 May 2011, stood at 6.0 per cent for Professional staff and 5.1 per cent for General Service staff (see also para. 90 below).

57. The Advisory Committee notes that the proposed vacancy rate for Professional posts of 9.6 per cent is significantly higher than the current actual vacancy rate of 6.1 per cent. Upon enquiry, the Committee was informed that the rates proposed reflected a continuation of the rates approved by the General Assembly for the biennium 2010-2011. The Committee was also informed that at the time of its consideration of the proposed programme budget, the Assembly would be provided with updated vacancy rates in the revised estimates on recosting. The Committee notes that a 1 per cent decrease in the vacancy rate applied to Professional posts would result in an increase in post costs of approximately $16.9 million, with an additional $2.5 million under staff assessment.

C. Effects of reform

58. In its first report on the proposed programme budget for the biennium 2010-2011, the Advisory Committee expressed the view that the budget document should contain more information on major management issues and structural changes affecting the resource requirements (A/64/7, para. 29). In its resolution 64/243, the General Assembly recalled paragraph 29 of the report of the Committee and stressed that the proposed programme budget for the biennium 2012-2013 should provide a clear picture of the reform measures that have been taken, their budgetary implications, the efficiency gains derived from their implementation and an assessment of progress in accomplishing the objectives. **The Committee regrets that such information was not included in the proposals for the biennium 2012-2013 and regards this as a serious omission. The Committee reiterates that information on the status and results of major reform measures should be contained in the introduction to proposed programme budgets.**

D. Efficiency gains

59. The Secretary-General states that the proposals for the biennium 2012-2013 take into account measures aimed at increasing efficiency and effectiveness in the implementation of programmes and the related utilization of resources. With regard to staffing resources, the Secretary-General indicates that the proposals reflect efforts to reduce overlap and streamline roles and responsibilities to bring greater synergies in workflows as a result of investments in information and communications technology (A/66/6 (Introduction), para. 26).

60. **The Advisory Committee welcomes the stated emphasis on realizing efficiency gains, which should have an impact on the level or distribution of resources. The Committee regrets, however, that the proposed programme budget lacks specific information linking the impact of the efficiency measures to resource requirements. In this regard, the Committee reiterates that a summary of the most significant efficiency measures, together with information on the resources actually or expected to be freed up by their implementation, should be included in the introduction to proposed programme budgets. Where future efficiencies are projected, clear timelines should be provided as to when they would be realized. In addition, more detailed information with regard to each department or office should be included in the supplementary information provided to the Advisory Committee (see A/60/7, para. 102).**

61. Upon enquiry, the Advisory Committee was informed that the exact savings or gains resulting from the initiatives being undertaken could not be determined, as there were no systems in place to accurately determine the cost of each activity and output. **The Committee is concerned with this unsatisfactory situation and the apparent lack of any progress in this area. In this regard, the Committee recalls resolution 64/259, in which the General Assembly requested the Secretary-General to identify appropriate methods and tools to portray the efficiency with which the Secretariat undertakes its work. The Committee expects that the report of the Secretary-General on the implementation of that resolution, which is to be submitted to the Assembly at the main part of its sixty-sixth session, will reflect progress in this area.**

62. Upon enquiry, the Advisory Committee was provided with information on posts proposed for abolition because of a return on investment in information technology. The distribution of the 54 General Service (Other level) posts by budget section is provided in table 7 below. **The Committee continues to hold the view that the considerable investment in information and communications technology should lead to measurable benefits, efficiencies and economies in the support functions of the Organization. As such, the Committee welcomes the fact that the staffing proposals reflect the impact of such investment in a number of areas. The Committee observes, however, that the proposed staffing reductions relate to only three budget sections, and it is of the view that similar measures should be applied in other departments and offices.**

Table 7

Summary of posts proposed for abolition owing to investments in information and communications technology

Section	*Number*	*Level*	*Description*
Section 2. General Assembly and Economic and Social Council affairs and conference management			
Meetings and publishing services, New York	37	TC	Abolition
	4	GS (OL)	Abolition
			The proposed abolitions reflect a return on investment in technology and streamlining of workflow processes
Subtotal	**41**		
28. Public information			
	1	P-5	Abolition
	1	P-2/1	Abolition
	9	GS (OL)	Abolition
			The proposed abolitions result from improvements in technology and modified processes in the Dag Hammarskjöld Library
Subtotal	**11**		
29E. Administration, Geneva			
Library services	2	GS (OL)	Abolition
			The proposed abolitions result from improvements in technology and increased use of electronic resources (as well as the redistribution of tasks and responsibilities and the streamlining of processes)
Total	**54**		

E. Personnel matters

63. In its resolutions 65/247 and 65/248, the General Assembly approved the granting of continuing contracts and a number of recommendations of the International Civil Service Commission relating to the harmonization of the conditions of service of staff. Those decisions, which were built on resolution 63/250, by which the Assembly approved a new contractual framework, were further milestones in a series of major human resources reforms in recent years. **The Advisory Committee is of the view that those reforms have established a framework that should allow the Organization to address many persistent problems in the area of human resources management in a coherent manner and expects that the focus will now shift to ensuring their effective implementation. The Committee further expects that future reports submitted to the Assembly will include an analysis of the results achieved.**

64. During its consideration of the proposed programme budget, the Advisory Committee continues to note high vacancy rates in a number of departments and offices, including posts that had been left vacant for a long period of time. In addition, a number of programme managers expressed a desire for increased delegation of authority, particularly in the area of recruitment. It was also apparent that continued efforts were necessary with regard to improving the representation of unrepresented and underrepresented Member States and achieving the goal of gender parity in staffing. **The Committee expects that those issues will be comprehensively addressed in the next report of the Secretary-General on human resources management, which is to be submitted to the Assembly at its sixty-seventh session. As such, in the present report, the Committee has limited its discussion of personnel policy matters, and it will revert to broader human resources issues in greater detail at that time.**

65. The Advisory Committee notes that the staffing resources available for carrying out the work programme of the Organization include established posts, temporary posts, temporary assistance, contractual services, consultants and ad hoc expert groups and overtime, which are financed from the regular budget, other assessed resources and extrabudgetary funds.

66. For the biennium 2012-2013, the cost of posts is estimated at $2,369,447,800 (at 2010-2011 rates) and other staff costs at $219,062,400, for a total of $2,588,510,200 (excluding staff assessment) under the expenditure sections. If the estimate under income section 3, Services to the public, of $25,958,100 for posts and other staff costs is added, the total amounts to $2,614,468,300. The cost of extrabudgetary posts (including related other staff costs) and posts funded under other assessed resources are estimated at $4,067,800,300. The combined personnel costs to be financed from the regular budget and other assessed and extrabudgetary resources in 2012-2013 are therefore estimated to amount to $6,682,268,600.

67. The Advisory Committee recalls that financial statement V of the United Nations for the biennium ended 31 December 2009 indicated that out of total regular budget expenditure of $4,749,421,000, some $3,516,845,000, or approximately 74.0 per cent, related to salaries and other personnel costs (see A/65/5 (Vol. I), chap. V). This reflected a slight reduction compared with the 74.6 per cent such charges represented in the biennium 2006-2007.

Regular budget established and temporary posts

68. Under the expenditure sections and income section 3, Services to the public, of the proposed programme budget for the biennium 2012-2013, the Secretary-General requests a total of 10,352 posts. In table 8 below, the request for 2012-2013 is compared with the authorized staffing table for 2010-2011.

Table 8
Post requirements

	Professional category and above			*General Service and related categories*			*Total*		
Posts	*2010-2011*	*2012-2013*	*Increase (decrease)*	*2010-2011*	*2012-2013*	*Increase (decrease)*	*2010-2011*	*2012-2013*	*Increase (decrease)*
Established	4 521	4 554	33	5 733	5 689	(44)	10 254	10 243	(11)
Temporary	55	45	(10)	87	64	(23)	142	109	(33)
Total[a]	**4 576**	**4 599**	**23**	**5 820**	**5 753**	**(67)**	**10 396**	**10 352**	**(44)**

[a] Including 89 posts under Income section 3.

69. The net decrease of 44 regular budget established and temporary posts under the expenditure sections is the result of proposals for 63 new posts, 40 conversions from general temporary assistance, extrabudgetary resources or contractual services and 147 abolitions. In addition, 10 temporary posts are proposed to be converted to established posts. A further 55 posts are proposed for reclassification (see A/66/6 (Introduction), table 5 and paras. 24-45).

70. Upon enquiry, the Advisory Committee was provided with information on the total number of approved and proposed posts by source of funds and grade level, which is contained in annex I to the present report. Annex II contains a list of proposals for the abolition or creation of posts by section of the proposed programme budget. Information on posts proposed for conversion from general temporary assistance, extrabudgetary funding or contractual services is provided in annex III. Details of proposed reclassifications are outlined in annex IV.

71. The Advisory Committee notes that proposals are made for an increase in staffing levels for 8 budget sections, while decreases are proposed for 13 sections (see table 9 below). The remaining budget sections that contain posts funded by the regular budget reflect no change in overall staffing levels.

Table 9
Proposed changes in staffing levels[a]

		Overall	*Professional and higher*	*General Service and related*
Budget sections reflecting increases in staffing levels				
7.	International Court of Justice	4	2	2
16.	International drug control, crime and terrorism prevention and criminal justice	7	8	(1)
17.	UN-Women	2	2	
24.	Human rights	11	7	4
26.	Palestine refugees	13	13	
27.	Humanitarian assistance	2	2	

		Overall	Professional and higher	General Service and related
29D.	Office of Central Support Services	26	6	20
31.	Internal oversight	7	7	
	Subtotal	**72**	**47**	**25**
Budget sections reflecting decreases in staffing levels				
1.	Overall policymaking, direction and coordination	(2)		(2)
2.	General Assembly and Economic and Social Council affairs and conference management	(45)	(4)	(41)
3.	Political affairs	(4)	(2)	(2)
9.	Economic and social affairs	(10)	(2)	(8)
12.	Trade and development	(1)		(1)
19.	Economic and social development in Asia and the Pacific	(7)	(6)	(1)
20.	Economic development in Europe	(7)	(5)	(2)
21.	Economic and social development in Latin America and the Caribbean	(12)	(8)	(4)
22.	Economic and social development in Western Asia	(1)	3	(4)
28.	Public information	(15)	(1)	(14)
29B.	Office of Programme Planning, Budget and Accounts	(1)		(1)
29F.	Administration, Geneva	(3)		(3)
35.	Safety and security	(8)		(8)
	Subtotal	**(116)**	**(25)**	**(91)**
	Total	**(44)**	**22**	**(66)**

[a] Section 18, Economic and social development in Africa contains a proposal for the reclassification of a post from the Field Service to the Professional level, but there is no change in the overall staffing level of the section.

Abolition of posts

72. Proposals are made in 16 budget sections to abolish 147 posts. These consist of 113 posts in the General Service and related categories and 34 Professional level posts, namely, 4 P-5, 7 P-4, 9 P-3 and 14 P-2/1 posts. Of those, 29 abolitions relate to temporary posts. Detailed information with respect to the posts proposed for abolition is provided in annex II. The distribution by budget section is summarized in table 10 below.

Table 10
Proposals for the abolition of posts

Budget section		*Total*	*Professional and higher*	*General Service and related*
1.	Overall policymaking, direction and coordination	2		2
2.	General Assembly and Economic and Social Council affairs and conference management	45	4	41
3.	Political affairs	6	3	3
5.	Peacekeeping operations	2		2
9.	Economic and social affairs	12	4	8
12.	Trade and development	1		1
16.	International drug control, crime and terrorism prevention and criminal justice	1		1
19.	Economic and social development in Asia and the Pacific	8	7	1
20.	Economic development in Europe	7	5	2
21.	Economic and social development in Latin America and the Caribbean	12	8	4
22.	Economic and social development in Western Asia	4		4
24.	Human rights	2	1	1
28.	Public information	20	2	18
29B.	Office of Programming Planning, Budget and Accounts	1		1
29E.	Administration, Geneva	3		3
35.	Safety and security	21		21
	Total	**147**	**34**	**113**

73. **The Advisory Committee has consistently highlighted the need for an ongoing review of staffing components to ensure that the number, level and location of personnel is adjusted to ensure the most effective and efficient implementation of mandates. As such, in principle, the Committee welcomes the efforts of programme managers to do so in the context of the proposed programme budget for the biennium 2012-2013.**

74. In terms of reductions in staffing, the Advisory Committee notes that the largest single component relates to efficiencies attributed to the impact of initiatives related to business processes under section 2, General Assembly and Economic and Social Council affairs and conference management. **The Committee welcomes the realization of such efficiencies and encourages similar efforts to rationalize business processes throughout the Organization as a whole.** In this regard, the Committee notes that under the various components of section 29, Management and support services, which account for some 12.5 per cent of the overall staffing table,

only 4 General Service posts were proposed for abolition and, overall, a net increase of 22 posts is proposed.

75. As highlighted in paragraph 24 above, the Advisory Committee notes that 38 posts are proposed for abolition from budget sections that were strengthened under resolution 63/260 following consideration of the report of the Secretary-General on development-related activities (A/62/708). These include four posts approved at that time. The Committee notes in particular that 20 of the 34 Professional level posts being proposed for abolition in the budget as a whole are from three regional economic commissions.

76. Upon enquiry, the Advisory Committee was informed that many of the posts being proposed for abolition were not currently vacant. The Committee was also informed that in a number of instances there was an insufficient numbering of vacant posts at the proper level in the departments or offices concerned by which to absorb the staff. **The Committee expects that appropriate measures will be taken to ensure that the impact of post reductions is dealt with in full accordance with human resources rules and procedures.**

Redeployments

77. The Advisory Committee notes that 62 posts are proposed for redeployment among budget sections for the biennium 2012-2013 (see table 11).

Table 11
Summary of posts redeployed across sections

Section	*Number*	*Level*	*Description*
1. Overall policymaking, direction and coordination			
United Nations Office to the African Union	(6)	ASG, D-2, P-5, P-4, 2 GS (OL)	6 posts redeployed to section 3, Political Affairs as a separate component given that programmatically the Office carries out substantive functions related to peace and security.
Subtotal	**(6)**		
2. General Assembly and Economic Social affairs and conference management			
Division of Conference Management, Geneva	(54)	D-1, 2 P-5, P-4, 6 P-3, 10 P-2/1, 1 GS (PL), 33 GS (OL)	Redeployment of 54 posts to section 29E, Administration, Geneva, Library services, as part of the realignment of library services according to organizational reporting lines; also includes 2 General Service (Other level) posts proposed for abolition
Division of Conference Management, Vienna	(2)	P-3, GS (OL)	Redeployment of 2 posts to section 29F, Administration, Vienna, as part of the realignment of library services according to organizational reporting lines
Subtotal	**(56)**		

Section	*Number*	*Level*	*Description*
3. Political affairs			
United Nations Office to the African Union	6	ASG, D-2, P-5, P-4, 2 GS (OL)	6 posts redeployed from section 1, Overall policymaking, direction and coordination (see above)
Subtotal	**6**		
29E. Administration, Geneva			
Library services	54	D-1, 2 P-5, P-4, 6 P-3, 10 P-2/1, 1 GS (PL), 33 GS (OL)	Redeployment of 54 posts from section 2 as part of the realignment of library services (see above)
Subtotal	**54**		
29F. Administration, Vienna			
Support services	2	P-3, GS (OL)	Redeployment of 2 posts from section 2 as part of the realignment of library services (see above)
Subtotal	**2**		
Total	—		

Reclassifications

78. A total of 55 posts are proposed for reclassification. Details of the proposals, by budget section, are contained in annex IV. In summary, the proposed reclassifications consist of the following changes in levels:

4	D-1 to D-2
7	P-5 to D-1
14	P-4 to P-5
1	P-4 to P-3
6	P-3 to P-4
1	Field Service to P-4
14	Field Service to Local level
1	Field Service to National Officer
7	Local level to National Officer

79. The Advisory Committee notes that the total of 55 proposals for reclassification represents a significant increase in comparison with the number put forward in recent years and is more than double the 27 proposals contained in the proposed programme budgets for the past three bienniums combined. Furthermore, while the proposals include the nationalization of a number of Field Service positions and the downward reclassification of one Professional post, the Committee

notes that the majority of the proposals continue to reflect an upward trend, including 25 proposals for reclassification to P-5 level or above.

80. **The Advisory Committee has previously commented on the consistent upward bias in reclassifications, which contributes to "grade creep" — an upward shift in the grade structure of the staffing table. The Committee remains concerned by this trend, particularly when the proposed reclassifications are viewed in conjunction with the overall profile of the staffing proposals being made in the proposed programme budget for the biennium 2012-2013 (see para. 86 below).**

81. Although they do not have an impact on the regular budget staffing table, the Advisory Committee notes the proposal in section 35, Safety and security, for the downward reclassification of eight P-4 jointly financed posts to the P-2/1 level to provide additional entry-level opportunities (A/66/6 (Sect. 35), para. 35.41). Further information in respect of this proposal is outlined in chapter II, paragraph XII.25, below. **The Committee welcomes the proposal of the Department of Safety and Security, which contrasts with the overall reduction in entry-level Professional posts being proposed in staffing financed by the regular budget.**

82. **The Advisory Committee's specific observations and recommendations regarding the proposals for the reclassification of posts for the biennium 2012-2013 are contained in chapter II.**

Conversions

83. The Advisory Committee was provided with a summary of the proposed conversion for 2012-2013 of positions previously funded under general temporary assistance, extrabudgetary resources or contractual services to established posts. A total of 14 positions are proposed for conversion from general temporary assistance funding, 2 from extrabudgetary resources and 24 from contractual services (see annex III).

84. The Advisory Committee notes the proposals under section 29D, Office of Central Support Services, for the conversion of conference engineer and electrical maintenance positions from contractual services to posts. **The Committee is of the view that similar proposals should, in future, be presented as requests for new posts. Positions funded under general temporary assistance or by extrabudgetary funds are classified and created in accordance with United Nations human resources policies. As such, proposals to establish such posts under the regular budget can be viewed as a conversion to a different funding source. The Committee does not consider proposals related to functions being carried out by a private company to be analogous.**

85. **The Advisory Committee's observations and recommendations regarding proposed conversions for the biennium 2012-2013 are contained in chapter II of the present report.**

Staffing profile

86. The staffing proposals being made would result in a net decrease of 67 posts in the General Service and related categories and an increase of 23 posts in the Professional and higher categories, including an increase of 1 Assistant Secretary-General, 4 D-2, 10 D-1, 9 P-5 and 9 P-3 posts and a reduction of 2 P-4 and 8 P-2/1

posts (see A/66/6 (Introduction), para. 27, graph). The Advisory Committee notes the proposed reduction in entry-level P-2/1 posts, which contrasts with the increases in senior posts being put forward. **The Committee has concerns about this trend and is of the view that this situation should be kept under review by the Secretary-General.**

87. In table 12 below, information is provided on staffing levels for a 10-year period, with authorized staffing in the biennium 2004-2005 being compared with the proposed staffing for 2012-2013. The Advisory Committee notes that, should the proposals for 2012-2013 be approved, there would be an overall increase of 725 posts during the period, the majority of which would be in the Professional and higher categories. **The Advisory Committee notes that since the biennium 2004-2005, additional posts have been approved for all levels in the Professional category but is of the opinion that greater emphasis should have been placed on P-2/1 posts.**

88. **The Advisory Committee is of the view that the provision of sufficient entry-level posts is a fundamental component of effective human resources management. The recruitment of new staff into such positions also contributes to the rejuvenation and revitalization of the Secretariat. In addition, the Committee is aware that P-2/1 posts are the primary avenue for the recruitment of staff through the young professionals programme and also allow for the advancement of General Service staff who are successful in the competitive examination for recruitment to the Professional category of staff members from other categories.**

89. The Advisory Committee has previously called for reductions in the ratio of posts in the General Service and related categories to Professional posts. In the view of the Committee, such reductions would reflect changing work practices in the Organization, including the impact of information and communications technology on the requirement for clerical support (see A/58/7, paras. 61 and 62). As indicated in paragraph 62 above, the Committee was informed that of the 113 post abolitions proposed in this category, 54 were attributable to investments in information technology. As shown in table 12 below, the General Service and related categories account for 55.3 per cent of the proposed regular budget staffing component, compared with 58.5 per cent of authorized established and temporary posts in 2004-2005.

Table 12
Comparison of authorized staff for 2004-2005 with proposed staffing for 2012-2013

Category	*Approved 2004-2005*	*Proposed 2012-2013*	*Change*	
			Number	*Percentage*
DSG	1	1	—	
USG	29	33	4	13.8
ASG	21	29	8	38.1
D-2	86	105	19	22.1
D-1	254	287	33	13.0
P-5	713	842	129	18.1
P-4	1 216	1 419	203	16.7

Category	Approved 2004-2005	Proposed 2012-2013	Change	
			Number	Percentage
P-3	1 162	1 340	178	15.3
P-2/1	481	528	47	9.8
Subtotal	**3 963**	**4 584**	**621**	**15.7**
PL	279	281	2	0.7
OL	2 746	2 717	(29)	(1.1)
SS	306	320	14	4.6
LL	1 877	2 014	137	7.3
FS	147	129	(18)	(12.2)
NO	39	78	39	100.0
TC	181	140	(41)	(22.7)
Subtotal	**5 575**	**5 679**	**104**	**1.9**
Total	**9 538**	**10 263**	**725**	**7.6**

Vacancy rates

90. The Advisory Committee was provided with updated vacancy statistics for authorized established and temporary regular budget posts as at 31 May 2011, at which point the vacancy rates were 6.0 per cent for Professional posts and 5.1 per cent for General Service and related categories, with the overall vacancy rate being 5.5 per cent. The Committee notes that this compares with rates of 8.4 per cent for Professional posts and 3.5 per cent for posts in the General Service and related categories at the time of its consideration of the proposed programme budget for the biennium 2010-2011. Upon enquiry, the Committee was informed that the average vacancy rate during the five years from 2006 to 2010 ranged from 7.0 to 8.9 per cent for Professional posts and 3.3 and 4.2 per cent for posts in the General Service and related categories. **Although it remains concerned by the persistent high vacancy rates in a number of departments and offices, the Committee welcomes the improvement in the overall vacancy rate for Professional posts and expects that this trend will continue. The Committee is, however, concerned with the increase in the overall vacancy rates for posts at the General Service and related categories.**

91. The Advisory Committee notes that the average amount of time from the date of issuance of vacancy announcements to the date of selection for all regular vacancies in 2010-2011 was estimated at 210 days (A/66/6 (Sect. 29C), table 29C.11). During the Committee's hearings, a number of programme managers expressed frustration with the recruitment process, citing it as a factor contributing to high vacancy rates and long-standing vacancies. On occasion, the desire was also expressed for a greater level of delegation of authority on recruitment matters. In this regard, the Committee was informed that a performance review group, composed of representatives of the Office of Human Resources Management and the Field Personnel Division of the Department of Field Support, had been established and that it had identified a number of steps in the recruitment process that required further study to determine the cause of delays. The Committee was further informed

that the performance of each department and office with regard to recruitment was reviewed by the Management Performance Board on an annual basis within the framework of the senior managers' compacts. **The Committee expects that every effort will be made to streamline the recruitment process. It is of the view, however, that reducing recruitment timelines requires, in addition, that programme managers be responsible and held accountable for ensuring that timely action is taken on those steps that are within their purview, including with regard to the timely issuance of vacancy announcements.**

92. During its consideration of the proposed programme budget, the Advisory Committee noted a number of instances in which posts had been vacant for a long period of time. **The Committee reiterates that the continuing need for long-vacant posts should be reviewed on an ongoing basis and, in particular, before proposals for new posts are put forward to the General Assembly. The Committee is of the view that the continued need for posts that have been vacant for two years or longer should be rejustified in the context of the proposed programme budget, together with an explanation for the vacancy.**

93. The Advisory Committee was informed that, on occasion, vacant posts were utilized for functions other than those approved by the General Assembly, a practice referred to as "vacancy management". **Although recognizing the flexibility that this provides to address temporary requirements, the Committee is of the view that "vacancy management" should not be used to establish positions on a longer-term basis to carry out functions for which no approval has been given.** In addition, the Committee notes that, once a post is encumbered, it would not be reflected in the vacancy rates used for budgetary purposes, irrespective of the use to which it is being put. The practice of "vacancy management" may therefore mask situations where, for long periods, posts are not used for their intended functions. **As such, in the context of its recommendation in paragraph 92 above, the Committee is of the view that rejustification should be required if, for a two-year period, a post has not been encumbered by a staff member carrying out the approved functions of the post. The Committee further considers that the management of this area of human resources would be enhanced through greater transparency on how vacancies are being utilized throughout the Organization.**

Harmonization of conditions of service

94. In its resolution 65/248, the General Assembly decided that additional costs arising from the changes in the conditions of service approved in that resolution were to be absorbed by the Organization from within existing resources, without affecting operational costs or undermining the implementation of mandated programmes and activities. The Advisory Committee notes that in the proposed programme budget only two proposed post changes were attributed to the impact of the decision of the Assembly on the absorption of the costs of the harmonization of conditions of service. Upon enquiry, however, the Committee was informed that initially 37 vacant posts/positions (4 in UNTSO and 33 under special political missions) had been identified for abolition in the context of that decision. In addition, 64 vacant Field Service posts and positions (13 in regular budget-funded peacekeeping operations and 51 in special political missions) had been earmarked for conversion to the National Staff category.

95. The Advisory Committee was further informed, however, that following consultation with UNTSO, two of the four posts identified for abolition were proposed for abolition under section 5, Peacekeeping operations. In addition, 15 Field Service posts were proposed for reclassification to the National Staff category (1 from section 3, Political affairs, in the Office of the United Nations Special Coordinator for Middle East Peace process; 14 from section 5, Peacekeeping operations; 13 in UNTSO; and 1 in UNMOGIP). The Committee notes the reduction in the number of posts being proposed for abolition. **The Committee expects that offsetting adjustments will be made in proposals for special political missions to ensure that overall, the provision of General Assembly resolution 65/248 on the absorption of costs arising from the changes in the conditions of service is fully implemented.**

National Professional Officers

96. The Advisory Committee recalls that in its first report on the programme budget for the biennium 2006-2007, it encouraged a sustained effort to attract and employ National Professional Officers wherever practical and feasible, such as in the regional commissions, the United Nations Office at Nairobi and in the United Nations information centres (see A/60/7, paras. 70 and 71).

97. The Advisory Committee also recalls its observations on National Professional Officers in the context of the United Nations peacekeeping operations that have a regional dimension. The Committee expressed the opinion that, while efforts to maintain the integrity of the original concept of National Professional Officers, as set out in General Assembly resolution 49/223, should continue, consideration should be given to allowing nationals from the concerned region to be offered National Professional Officer positions (A/63/746, para. 123). **For example, given their regional mandate, the Committee considers that recruitment to National Professional Officer posts in the regional economic commissions could be open to nationals of Member States of the region they cover. The Committee recommends that the Assembly consider requesting the International Civil Service Commission to examine this issue.**

Secondments

98. **The Advisory Committee believes that it is beneficial for the regular budget staffing of offices whose mandates have a system-wide focus to be complemented by secondments from United Nations agencies, funds and programmes. It nevertheless recognizes that secondments and extrabudgetary resources can be unpredictable. The Committee is of the view, therefore, that relying exclusively on these types of resources to implement core regular budget programmes and activities is imprudent, since such resources cannot be guaranteed.**

99. During its consideration of the proposed programme budget, the Advisory Committee noted that a proposal for a new post in the Rule of Law Unit in the Executive Office of the Secretary-General was justified primarily by the fact that a secondment arrangement had been discontinued (see A/66/6 (Sect. 1), paras. 1.147 and 1.148). Similarly, the Secretary-General indicates that while the Peacebuilding Support Office had benefited from eight secondments during 2008-2009, only four would be continued by the end of 2011 (A/66/6 (Sect. 3, table 3.34). The Committee

was informed that, in both cases, the agencies, funds and programmes concerned had indicated that budgetary constraints were the reason for the discontinuation of the secondments. **Given the system-wide scope of these offices, the Committee emphasizes that such secondment arrangements are of benefit not only to the Secretariat but also to the agencies, funds and programmes. The Committee is of the view that the regular budget should not be used to subsidize activities that would more appropriately be undertaken jointly and funded from extrabudgetary resources.**

F. Non-post objects of expenditure

Other staff costs

100. The proposals for other staff costs for the biennium 2012-2013 of $219,062,400 reflect a decrease of $43.7 million, or 16.6 per cent, in comparison with the revised appropriation for 2010-2011. Information on the components of this category of expenditure is provided in table 13 below.

Table 13

Other staff costs by object of expenditure for 2010-2011 (revised appropriation) and 2012-2013 (before recosting)

(United States dollars)

Object of expenditure	*Revised appropriation 2010-2011*	*Proposed 2012-2013*	*Change*	
			Amount	*Percentage*
Temporary assistance for meetings	71 010 000	37 965 200	(33 044 800)	(46.5)
General temporary assistance	50 102 700	44 429 900	(5 672 800)	(11.3)
Overtime and night differential	18 141 000	14 269 300	(3 871 700)	(21.3)
Personal service contracts	1 682 700	1 763 200	80 500	4.8
Other personnel related costs	17 781 500	20 095 500	2 314 000	13.0
After-service health insurance	104 031 600	100 539 300	(3 492 300)	(3.4)
Total	**262 749 500**	**219 062 400**	**(43 687 100)**	**(0.2)**

Temporary assistance for meetings

101. The provision under temporary assistance for meetings, which reflects a reduction of approximately $33 million, is requested for short-term interpreters, translators, typists and other conference-servicing staff. The observations of the Advisory Committee on temporary assistance for meetings are contained in chapter II, part I, section 2 below.

General temporary assistance

102. A provision of $44,429,900 is made for general temporary assistance for the biennium 2012-2013. This represents a reduction of $5,672,800, or 11.3 per cent, as compared with the revised appropriation for the biennium 2010-2011. The distribution by budget section is detailed in table 14 below. The Advisory Committee notes that the reductions in certain sections, for example in section 24,

Human rights, and section 31, Internal oversight, reflect in part the proposed conversion of existing positions funded under general temporary assistance to posts.

103. The Secretary-General provides information on the number of general temporary assistance positions as at 31 March 2011, which totalled 302 (see A/66/6 (Introduction), table 12). Upon enquiry, the Advisory Committee was informed that, of those positions, 142 were estimated to continue in the biennium 2012-2013 (see annex V). **The Committee emphasizes that general temporary assistance is intended for additional support during periods of peak workload as well as the replacement of staff on maternity leave or prolonged sick leave. The Committee considers that it should be used solely for those purposes and, therefore, proposals for funding should be time limited. The Committee welcomes the reduction in the provision for general temporary assistance for the biennium 2012-2013 and expects that this trend will continue.**

Table 14
Proposals for general temporary assistance

Budget section		*Revised appropriation 2010-2011*	*Proposed 2012-2013*
1.	Overall policymaking, direction and coordination	2 966.0	2 390.2
2.	General Assembly and Economic and Social Council affairs and conference management	2 418.1	2 418.1
3.	Political affairs	910.5	887.1
4.	Disarmament	249.2	244.3
5.	Peacekeeping operations	1 539.8	288.9
6.	Peaceful uses of outer space	18.7	18.7
7.	International Court of Justice	284.0	256.2
8.	Legal affairs	165.1	143.5
9.	Economic and social affairs	1 119.6	1 135.6
10.	Least developed countries, landlocked developing countries and small island developing States	776.1	83.2
11.	United Nations support for the New Partnership for Africa's Development	153.4	153.4
12.	Trade and development	1 350.6	1 127.2
14.	Environment	27.4	27.4
15.	Human settlements	209.5	209.5
16.	International drug control, crime and terrorism prevention and criminal justice	586.2	472.6
17.	UN-Women	26.0	26.0
18.	Economic and social development in Africa	1 343.5	1 364.1
19.	Economic and social development in Asia and the Pacific	468.4	435.6
20.	Economic development in Europe	239.1	239.1
21.	Economic and social development in Latin America and the Caribbean	1 597.1	1 610.8
22.	Economic and social development in Western Asia	769.6	757.2

Budget section		Revised appropriation 2010-2011	Proposed 2012-2013
24.	Human rights	6 160.2	4 822.3
26.	Palestine refugees	13.4	19.9
27.	Humanitarian assistance	625.1	625.1
28.	Public information	4 896.5	4 155.7
29.	Management and central support services	9 540.1	9 812.0
29A.	Office of the Under-Secretary-General for Management	174.0	174.0
29B.	Office of Programme Planning, Budget and Accounts	1 125.6	1 073.2
29C.	Office of Human Resources Management	2 275.9	2 257.8
29D.	Office of Central Support Services	1 731.1	1 673.6
29E.	Administration, Geneva	1 968.5	2 577.4
29F.	Administration, Vienna	1 381.6	1 172.6
29G.	Administration, Nairobi	883.4	883.4
30.	Office of Information and Communications Technology	1 943.4	5 380.5
31.	Internal oversight	1 062.1	262.7
35.	Safety and security	8 644.0	5 063.0
	Total	**50 102.7**	**44 429.9**

Travel

104. The proposed requirements for travel of staff, $37,270,000, reflect a reduction of $1 million, or 2.7 per cent, compared with the revised appropriation for 2012-2013. **The Advisory Committee welcomes this reduction and expects that continued efforts will be made to utilize videoconferencing and other electronic means of communication where possible. In addition, the Committee believes that maximum use should be made of staff assigned to the duty stations or to nearby regional or subregional offices. The Committee considers that this would reduce the need for travel or, should the travel of a senior official be required, reduce the requirement for accompanying staff.**

105. During its consideration of the proposed programme budget, the Advisory Committee was informed that the Secretary-General was in the process of revising the relevant administrative instruction pertaining to travel to require that, in future, staff participating in training-related activities funded by the Office of Human Resources Management travel in economy class, irrespective of the duration of the travel. **The Committee welcomes this initiative and is of the view that further cost-saving measures in the area of travel could be implemented by the Secretary-General in the forthcoming biennium.**

Consultants, experts and contractual services

106. The Advisory Committee recalls that the General Assembly, in its resolution 65/247, expressed concern over the increase in the use of consultants, especially in the core activities of the Organization. It requested the Secretary-General to make the greatest possible use of in-house capacity. The Committee notes that for the proposed programme budget as a whole, the resource proposals for consultants of

$10,994,700 for 2012-2013 reflect a reduction of $1,956,600, or 15.1 per cent, in comparison with the revised appropriation for 2010-2011. The largest single contributor to the decrease is the Office of Programme Planning, Budget and Accounts (sect. 29B), for which no resources for consultants are sought, although the provision for 2010-2011 is $491,400. The Committee also notes that in section 1, no provision for consultancy services is made for the Executive Office of the Secretary-General, although $125,000 was approved for the current biennium. **The Committee welcomes the example being set by both of those offices.** The Committee notes decreases in the provision for consultants in the majority of budget sections, with the reduced requirements being attributed in many cases to an increased reliance on in-house capacity. **The Committee welcomes this trend and expects that it will continue.**

107. During its consideration of section 22, Economic and social development in Western Asia, the Advisory Committee was informed that a consultant had been engaged to review elements of the structure of ESCWA and to recommend adequate organizational arrangements or structures and their corresponding staffing requirements (see chap. II, paras. V.92 and V.93). **The Committee reiterates its view that the ultimate responsibility for developing proposals with regard to the structure and staffing of the Organization rests with the Secretariat, using in-house institutional knowledge and available resources (see A/65/782, para. 23).**

108. The Advisory Committee notes that the proposed resources, under contractual services, some $139 million, reflect only a minor reduction of $480,400 on current funding levels in this area. The Committee also notes that the utilization of contractual services is particularly significant in section 2, General Assembly and Economic and Social Council affairs and conference management ($27.3 million), section 29C, Office of Human Resources Management ($25.6 million), section 28, Public information ($16.1 million), and section 30, Office of Information and Communications Technology ($15.8 million). **While recognizing that the use of contractual services may be appropriate in certain areas, the Committee is of the view that their use should be limited and that the maximum use should be made of in-house capacity.**

Publications

109. The Advisory Committee notes that publications as part of the programme of work in many departments and offices were the subject of continued review and in most cases reductions were reflected in the budget. The Committee also notes an increased use of electronic publications, in several cases in conjunction with the issuance of a print version. **The Committee recognizes the continued need for the use of traditional means of communication (i.e. radio and printed media), particularly in developing countries. It welcomes, however, efforts to increase the use of electronic means of publication, whenever it is considered feasible and cost-effective. The Committee also reiterates the importance of multilingualism in the context of the issuance of publications and the need to ensure that United Nations publications are available in more language versions, as appropriate (see General Assembly resolution 63/306).**

110. The Advisory Committee notes inconsistencies in the manner in which information on publications was presented in the proposed programme budget. For example, with respect to UNEP, the information provided in the budget document

reflected a continued downward trend in the number of publications (A/66/6 (Sect. 14), para. 14.28). However, upon enquiry, the Committee was informed that the numbers provided did not include publications that were published only electronically. On the other hand, in section 15, Human settlements, where the overall level of publications reflected a small increase (A/66/6 (Sect. 15), para. 15.14), the Committee notes that the data provided also include solely electronic publications. **The Committee underscores the need for consistency in the presentation of all aspects of the proposed programme budget. The Committee recommends that the format in which information is provided on publications should be adjusted to reflect the increased usage of electronic publications. Information should indicate not only recurrent and non-recurrent publications, as is currently the practice, but should also differentiate between the number of publications proposed to be issued in print version, electronic version or both.**

G. Training

111. The Secretary-General indicates that the proposed programme budget includes an amount of $31.2 million for training activities, consisting of centrally managed provisions of $17.9 million, language training provisions of $9.7 million and other provisions of $3.6 million (see A/66/6 (Introduction), para. 69-72).

112. With regard to the monitoring and evaluation of training activities, the Advisory Committee was informed that, at present, evaluation efforts focused primarily on assessing the perceived value to participants of training courses and the effect of those courses on participants' confidence levels. Going forward, however, the Committee was informed that greater emphasis would be placed on assessing the business impact of training courses and the eventual return on investment for the Organization (see chap. II, para. VIII.52). **The Committee recognizes the importance of training in building a highly competent workforce capable of implementing the Organization's mandates in the most effective and efficient manner. The Committee reiterates, however, that training programmes and objectives should be linked to mandate implementation and organizational goals (see A/65/743, para. 115). Given the significant level of resources devoted to training, the Committee further reiterates the importance of developing a framework and methodology for the evaluation of training programmes and their impact on enhancing the ability of staff members to discharge their duties, as well as on the efficiency and effectiveness with which such programmes are conducted (ibid., para. 137).**

113. As highlighted by the Board of Auditors in its report on the United Nations for the biennium 2008-2009, regular budget training funds for departments and offices are in many cases supplemented by extrabudgetary resources. The Board noted that the Office of Human Resources Management was, however, not aware of the extent of such funding or its uses. As a result, the Board recommended that the Administration assess its total training expenditure, irrespective of the funding source (A/65/5 (Vol. I), paras. 380-383). **The Advisory Committee supports the recommendation of the Board of Auditors and shares the view that a more complete and transparent picture of training activities and the related resources throughout the Organization is required.**

H. Information and communications technology

114. Regular budget resources requested by the Secretary-General for ICT for the biennium 2012-2013 amount to $255,622,100 before recosting, reflecting an increase of $3,783,400, or 1.5 per cent, over the revised appropriation for 2010-2011. A breakdown of the resources allocated to ICT by budget section is provided in the introduction to the proposed programme budget (see A/66/6 (Introduction), para. 90). The Secretary-General indicates that the proposed regular budget resources would address ongoing requirements and projects. A separate report is submitted for concurrent consideration by the General Assembly pursuant to resolutions 65/259, 64/243, 63/269 and 63/262 (A/66/94). That report includes proposals for four initiatives, with financial implications, in relation to the implementation of the ICT strategy, enterprise content management, customer relationship management and business continuity. The initiatives are proposed to be carried out over a four-year period, from 2012 to 2015, and are to be funded on the basis of the cost-sharing arrangement approved for the enterprise resource planning project.[4] For the biennium 2012-2013, the additional requirement for the four initiatives amounts to $42,822,500, comprising $6,423,400 under the regular budget, $26,550,000 under the support account for peacekeeping operations and $9,949,100 under the special accounts for programme support costs (see para. 31 above and chap. II, paras. VIII.126-VIII.129 below).

115. In his report on the status of the implementation of the ICT strategy (A/65/491), the Secretary-General estimated that annual ICT expenditures of the Organization had risen to approximately $774 million (see also para. 119 below). The Advisory Committee notes that a major portion of the resources allocated for ICT are provided from the budgets of peacekeeping missions and the support account for peacekeeping operations, as well as the extrabudgetary special accounts for programme support costs. The information provided in the introduction to the budget, which relates to the regular budget only, therefore provides only a partial picture of the overall resources allocated for ICT. Furthermore, little explanation is provided on the composition of the expenditures[5] or the utilization of the resources proposed under each section of the proposed programme budget.

116. **Given the magnitude of the resources the Organization spends on ICT and the strategic importance of ensuring overall coherence in the utilization of resources, the Advisory Committee recommends that a comprehensive picture of the totality of the resources proposed for ICT be reflected in the introduction**

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[4] Namely, 15 per cent from the regular budget, 62 per cent from the support account for peacekeeping operations, 23 per cent from the special accounts for programme support costs.

[5] Upon enquiry, the Committee was informed that the figures provided for each budget section reflected provisions under specific categories of expenditure used mainly for ICT, as follows: under data-processing equipment, estimates for the acquisition and replacement of hardware and software as well as licences and subscriptions to online services; under supplies and materials, items such as printer cartridges, toner, colour ink, server parts, computer spare parts and CD-ROMs; under contractual services, experts and consultants hired specifically for the development or implementation of information technology projects; under rental and maintenance; and under human resources, the posts and training resources devoted exclusively to information technology, to the extent that they could be directly identified. In this connection, the Secretary-General clarified that since, a high proportion of staff spends some time on issues related to ICT, the true human resources component was probably in excess of the figures presented.

to the proposed programme budget, with a breakdown of the resources by budget section, distinguishing between different sources of funding. In addition, information on the utilization of the proposed resources should be provided, including expenditures related to ongoing operational requirements, the implementation of ICT projects and the provisions made for service-level agreements with the Office of Information and Communications Technology or other providers of ICT services. The estimates of the additional cost-recovery income available to the provider of ICT services through service-level agreements must also be included.

117. **The Advisory Committee further recommends that future budget submissions include, regardless of the source of funding, a clear ICT plan for each section containing proposals for the implementation of ICT projects, together with information on the expected results and benefits of investing in such projects. Such plans should be prepared in accordance with the ICT strategy for the Secretariat as a whole. This information should be provided in the overview section of the respective budget fascicles.**

118. In this connection, the Advisory Committee recalls that, in its first report on the proposed programme budget for 2010-2011, it noted the role of the Office of Information and Communications Technology in overseeing the global management of ICT and in reviewing budgets from all funding sources for all ICT initiatives and operations of the Secretariat (A/64/7, para. 63; see also A/62/793, para. 35 (b) and A/63/487, para. 21). **The Committee emphasizes the need to ensure that all ICT-related proposals are coherent and in line with the ICT strategy adopted by the General Assembly in its resolution 63/262. It reiterates its recommendation that the Office of Programme Planning, Budget and Accounts and the Office of Information and Communications Technology work closely to ensure that appropriate budgetary procedures are established that would allow such a review and that the procedures are fully complied with in the future.**

Implementation of the information and communications technology strategy

119. Pursuant to General Assembly resolution 63/262, in which the Assembly endorsed the ICT strategy for the Secretariat and decided to establish, effective January 2009, the Office of Information and Communications Technology, the Secretary-General submitted a report on the status of the implementation of the ICT strategy for the United Nations Secretariat (A/65/491). As requested, the Secretary-General also provided a comprehensive inventory of ICT capacities across the Secretariat, based on a structural review conducted in 2010 of more than 70 ICT units Secretariat-wide. The main findings of the review were as follows: (a) annual ICT expenditures were estimated at some $774 million, taking into account regular budget, peacekeeping, support account and extrabudgetary funding sources; (b) the total ICT staff count was estimated at 4,219, including United Nations personnel, volunteers and temporary and contractual staff; (c) there were 1,994 application programmes; (d) there were an estimated 211 server rooms and data centres supporting multiple server environments; and (e) there were approximately 131 ICT server desks supporting multiple variable workstation environments and providing telecommunications support. In short, the ICT environment and processes remained decentralized, fragmented, duplicative and non-standardized; ICT boundaries were not well defined, resulting in a lack of clarity as to what constitutes an ICT activity or role; and ICT job descriptions did not reflect ICT demands and industry best

practices. Those weaknesses had a negative impact on the costs of ICT operations, prevented the Organization from realizing economies of scale and resulted in inadequate ICT support for administrative and programmatic activities and timely decision-making.

120. To address those weaknesses, the Secretary-General proposed four structural review projects (globalizing service desks; streamlining data centres; rationalizing ICT organization; and strengthening the Office of Information and Communications Technology) to be undertaken over a four- to five-year period starting in 2011 at an overall cost of approximately $140 million. Those projects involved the proposed establishment of 51 posts under the regular budget, of which 23 were to be established in 2011 and 28 in the biennium 2012-2013. The structural review projects were proposed to be funded on the basis of the cost-sharing arrangement approved for the enterprise resource planning project.[3]

121. In its related report, the Advisory Committee welcomed the comprehensive structural review and the presentation of an Organization-wide perspective on ICT resources and the ICT environment (A/65/576, para. 92). In its resolution 65/259, the General Assembly authorized the Secretary-General to proceed with structural review project 3 (rationalization of ICT organization), and also decided to provide general temporary assistance equivalent to seven P-4 positions for structural review project 4, on strengthening OICT, of which five were to be funded from within existing resources. The Assembly did not support structural review projects 1, on globalizing service desks, and 2, on streamlining data centres. In the same resolution, the Assembly requested the Secretary-General to review the proposals on the implementation of the ICT strategy contained in his report (A/65/491) and to submit new and/or revised proposals in the context of the proposed programme budget for the biennium 2012-2013. As indicated in paragraph 114 above, the Secretary-General has submitted a separate report (A/66/94) in response to that request, an advance copy of which was made available to the Committee at the time of its consideration of the Secretary-General's initial proposals for section 30, Office of Information and Communications Technology, for the biennium 2012-2013. The Committee's related comments and recommendations will be provided in its second report on the proposed programme budget for 2012-2013 (A/66/7/Add.1).

122. The Secretary-General was also requested to report to the General Assembly at the main part of its sixty-fifth session on an in-depth assessment of the organizational arrangement, including the possibility of changing the placement of the Office of Information and Communications Technology in the structure of the Organization (see General Assembly resolution 63/262, sect. I, para. 10 (c)). However, in the context of his progress report on the implementation of the ICT strategy (A/65/491), the Secretary-General assessed the internal structure of the Office but did not address the question of its placement. In its resolution 65/259, the General Assembly reiterated its earlier request that the in-depth assessment be submitted for its consideration at the sixty-eighth session. **The Advisory Committee is of the view that the management and reporting arrangements must provide overall direction for the Office and ensure the effectiveness, supervision and accountability of the Organization's ICT structures. It recommends that the Secretary-General be requested to rigorously examine current arrangements and to make any adjustments, as required, to ensure their effectiveness and efficiency, and to respond fully to the General**

Assembly's request for an in-depth assessment for consideration no later than at its sixty-eighth session (see chap. II, paras. VIII.145 and VIII.146 below).

Enterprise resource planning project (Umoja)

123. In his second progress report on the implementation of the enterprise resource planning project (A/65/389), the Secretary-General indicated that the main focus of the enterprise resource planning project team during the reporting period (October 2009-August 2010) was the design phase. The Secretary-General stated that he expected the project to be completed and deployed within the projected time frame, by the end of 2013, and that the overall resource requirements remained unchanged, at $315.8 million. In its related report, the Advisory Committee welcomed the progress made towards completion of the design phase of the project (A/65/576). It also made observations and expressed some concerns on a number of issues, including delays in the staffing of the project team; the lengthy process of recruiting subject-matter experts; the need for closer cooperation between the project team and the Office of Information and Communications Technology in cataloguing and decommissioning the systems to be replaced by the enterprise resource planning system; the need for closer cooperation between the project team, the Office of Information and Communications Technology and the Department of Field Support in implementing technical activities and establishing infrastructure; and the complexity and number of the interfaces to be developed between the enterprise resource planning system and the human resources talent management system, Inspira. As regards the organizational structure and arrangements for the project, the Committee was assured that the structure and composition of the project steering committee, whose membership included the heads of the major departments involved in or affected by the project, would promote coherence and facilitate the smooth implementation of the project.

124. During its consideration of the proposed programme budget for the biennium 2012-2013, the Advisory Committee was informed that the Secretariat was anticipating delays in the implementation of the enterprise resource planning project and, furthermore, that the project had been functioning without a Director since 31 May 2011. In view of that situation, the project steering committee had decided to deliver the project in phases, with the initial release of the system focusing primarily on the functionality needed to support the adoption of the International Public Sector Accounting Standards (IPSAS). The Committee was informed that the Secretary-General would elaborate on the project achievements and propose measures to mitigate delays in the context of his next progress report on the implementation of the enterprise resource planning project. The Committee discusses this situation more fully under section 29A, Office of the Under-Secretary-General for Management (chap. II, paras. VIII.7-VIII.13 below). It will provide its comments on the Secretary-General's progress report and his proposals for the continuation of the project and the related resources in a separate report.

125. **At this stage, the Advisory Committee believes that priority should be given to setting the project on the right track quickly so as to avoid further slippage, cost overruns and unproductive use of the resources dedicated to the project. While the Committee accepts the Secretary-General's focus on the implementation of IPSAS in the first phase, it emphasizes that the enterprise resource planning system is the key enabler underpinning the Organization's management reform agenda, including results-based management, risk**

management, a strengthened internal control framework and enhanced performance and accountability, as well as greater efficiency and effectiveness. These improvements remain essential organizational goals that should not be neglected in the Secretary-General's proposals for the future direction of the project. In this connection, the Committee points out that the consequential investment made by Member States was justified, in part, on the basis of the expected improvements to management practices and service delivery as well as the enhanced efficiency and effectiveness in programme management that the system would allow. The Committee also expects that the Secretary-General will ensure that the project is delivered at its currently approved level of funding, through efficient utilization of the resources approved for the project, improved project management and prioritization and phasing of activities.

I. Impact of the strengthening of the development pillar

126. The Advisory Committee recalls the report submitted by the Secretary-General on development-related activities (A/62/708) pursuant to General Assembly resolution 62/236, which called for a comprehensive proposal with a view to improving the effective and efficient delivery of the mandates of the development-related activities of the Secretariat. In that report, the Secretary-General made proposals for resources for 11 budget sections, including the establishment of 150 new posts. Following its consideration of those proposals and the related report of the Advisory Committee (A/62/7/Add.40), the Assembly, in its resolution 63/260, approved a total of 91 posts under nine budget sections. In addition, the Assembly requested the Secretary-General to report on the implementation of the resolution in the context of the proposed programme budget for the biennium 2012-2013.

127. With the exception of section 19, Economic and social development in Asia and the Pacific, information on the impact of the strengthening approved under resolution 63/260 is contained in each of the affected budget sections. All departments and offices concerned confirmed that the additional resources had improved their capacity to implement their mandates. The Committee was provided with additional information with regard to the impact of the posts approved for ESCAP, which reflected a similar positive impact (see chap. II, para. V.52). For ease of reference, the following table provides the relevant document reference from the proposed programme budget where the responses to the request of the General Assembly are provided.

Table 15
Information on the implementation of resolution 63/260

Economic and social affairs	A/66/6 (Sect. 9), paras. 9.8-9.10
Least developed countries, landlocked developing countries and small island developing States	A/66/6 (Sect. 10), para. 10.11
United Nations support for the New Partnership for Africa's Development	A/66/6 (Sect. 11), para. 11.13
Trade and development	A/66/6 (Sect. 12), para. 12.13
Economic and social development in Africa	A/66/6 (Sect. 18), para. 18A.10
Economic and social development in Europe	A/66/6 (Sect. 20), para. 20.12
Economic and social development in Latin America and the Caribbean	A/66/6 (Sect. 21), para. 21.13
Economic and social development in Western Asia	A/66/6 (Sect. 22), para. 22.17

128. Upon enquiry, the Advisory Committee was provided with an update of the recruitment status relating to the 91 new posts approved under resolution 63/260 (see annex VI). The Committee notes that, as indicated in paragraph 24 above, proposals are made to abolish four of the posts approved in resolution 63/260: two under section 9, Economic and social affairs (P-4 and P-3), and two under section 20, Economic development in Europe (P-4 and P-3). In addition, the Committee notes that further post reductions are proposed for a number of subprogrammes strengthened under resolution 63/260.

J. Business continuity

129. The Advisory Committee recalls that, in its resolution 64/243, the General Assembly decided to appropriate an amount of $2.2 million for business continuity management, which covered resources for seven positions (4 at Headquarters, 2 at the United Nations Office at Nairobi and 1 at ECA). The Assembly further requested the Secretary-General to submit a fully justified proposal for post and non-post resources in relation to the work currently under way on business continuity management in the context of the proposed programme budget for the biennium 2012-2013.

130. While information was not presented in a consolidated manner, the Advisory Committee notes that proposals have been put forward for the ongoing implementation of business continuity management, including continued funding for the seven positions approved in the biennium 2010-2011 as well as additional requirements under general temporary assistance and other non-post items. Upon enquiry, the Committee was informed that the proposals being made, which include requests for ICT equipment for remote access capability and medical supplies, would ensure that United Nations Headquarters, offices away from Headquarters and regional commissions could effectively respond to any critical incidents that disrupt their operations.

131. The Advisory Committee was also provided with information summarizing the requirements for business continuity in the proposed programme budget. The Committee notes that for departments and offices at headquarters, an amount of $862,400 is included for mobile office (Citrix) licences. The Committee was informed that as part of business continuity planning, departments and offices were required to identify their critical functions and processes and the number of staff needed to carry them out. The Committee was further informed that many staff could perform those functions from remote locations, but some required access to shared drives and certain core applications, which required the use of mobile office licences. The Committee was informed that at present, 616 staff across departments and offices who were deemed critical for business continuity purposes had been provided with Citrix licences. Details on the departments and offices concerned are provided in table 16 below. **Given the costs involved, the Committee recommends that the number of staff assigned mobile office licences be kept under review to ensure that they are provided only to facilitate business continuity of critical functions and processes.**

Table 16

Estimated requirements for mobile office licences

(United States dollars)

Budget section	*Department/Office*	*Number of licences*	*Proposed, 2012-2013*
1. Overall policymaking, direction and coordination	Executive Office of the Secretary-General	24	33 600
2. General Assembly and Economic and Social Council affairs and conference management	Department for General Assembly and Conference Management	125	175 000
3. Political affairs	Department of Political Affairs	40	56 000
4. Disarmament	Office for Disarmament Affairs	12	16 800
5. Peacekeeping operations	Department of Peacekeeping Operations/Department of Field Support	25	35 000
8. Legal affairs	Office of Legal Affairs	10	14 000
9. Economic and social affairs	Department of Economic and Social Affairs	24	33 600
10. Least developed countries, landlocked developing countries and small island developing States	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States	2	2 800
27. Humanitarian assistance	Office for the Coordination of Humanitarian Affairs	37	51 800
28. Public information	Department of Public Information	46	64 400
29A. Office of the Under-Secretary-General for Management	Office of the Under-Secretary-General for Management	11	15 400
29B. Office of Programme Planning, Budget and Accounts	Office of Programme Planning, Budget and Accounts	35	49 000
29C. Office of Human Resources Management	Office of Human Resources Management	64	89 600
29D. Office of Central Support Services	Office of Central Support Services	39	54 600

Budget section	Department/Office	Number of licences	Proposed, 2012-2013
30. Office of Information and Communications Technology	Office of Information and Communications Technology	6	8 400
31. Internal oversight	Office of Internal Oversight Services	21	29 400
35. Safety and security	Department of Safety and Security	95	133 000
Total		**616**	**862 400**

132. The Advisory Committee notes that for offices away from Headquarters and regional commissions, a further provision of $5.2 million is made to cover business continuity and emergency preparedness requirements, including remote access services, medical supplies and related infrastructure requirements. In addition, a provision of $996,000 is made for the continued functioning of the Business Continuity Management Unit in the Office of the Assistant Secretary-General for Central Support Services (sect. 28D). The details of the proposals, by section, are outlined in table 17 below.

Table 17

Requirements for business continuity management

(Thousands of United States dollars)

Budget section	Proposed resources, 2012-2013[a]
Regional commissions and offices away from Headquarters	
18. Economic and social development in Africa	1 109.2
19. Economic and social development in Asia and the Pacific	541.7
21. Economic and social development in Latin America and the Caribbean	465.0
22. Economic and social development in Western Asia	384.8
29E. Administration, Geneva	895.0
29F. Administration, Vienna	608.0
29G. Administration, Nairobi	1 213.4
Subtotal	**5 217.1**
Headquarters	
29D. Office of Central Support Services[b]	996.0
Total	**6 213.1**

[a] Includes recurrent provision for the funding of seven positions approved in General Assembly resolution 64/243.

[b] Does not include requirements for the funding of the mobile office licences for critical staff under section 29D, Office of Central Support Services, which are included under table 16 above.

133. The Advisory Committee notes that in addition to the requirements set out in the proposed programme budget, the report of the Secretary-General on enterprise information and communications technology initiatives for the United Nations

Secretariat (A/66/94) contains a provision of $9,827,900, including $1,474,200 from the regular budget, under an initiative to create a resilient ICT infrastructure. This initiative is described as seeking to streamline data centres worldwide and to establish an enhanced ICT disaster recovery and business continuity environment. The Committee's observations and recommendations with respect to this proposal will be included in its second report on the proposed programme budget for 2012-2013 (A/66/7/Add.1).

134. The Advisory Committee was informed that guidance and direction with respect to business continuity activities was provided to all departments at Headquarters, offices away from Headquarters and regional commissions by the Business Continuity Management Unit, Office of Central Support Services. This included advice on the development of business continuity plans, including on the identification of critical functions and critical staff responsible for the performance of those functions, as well as the identification of the vital records and ICT applications linked to those functions. **The Committee emphasizes the importance of the role of Headquarters in ensuring a well-coordinated approach to business continuity activities and in supporting departments and offices in this area. The Committee requests that information on business continuity activities and the related resource requirements be outlined in the introduction to future proposed programme budgets in a consolidated manner.**

K. Other assessed resources

135. The Advisory Committee notes that, in accordance with the request of the General Assembly in paragraph 41 of its resolution 64/243, the presentation of non-regular budget resources has been modified in order to make a distinction between voluntary and assessed contributions. **The Committee welcomes this change in presentation.**

136. The category "other assessed resources" includes funds for the capital master plan, the International Tribunal for the Former Yugoslavia, the International Criminal Tribunal for Rwanda and resources available to support the activities of departments and offices under the support account for peacekeeping operations. Estimates of other assessed resources, totalling $823.1 million, are set out in table 1 of the introduction to the proposed programme budget for 2012-2013, with the distribution, by budget section, outlined in table 8. The Advisory Committee was informed that, following the adoption of General Assembly resolution 65/290 on strengthening the capacity of the United Nations to manage and sustain peacekeeping operations, the revised estimate was $692,021,800. A breakdown of this amount is provided in table 18 below.

Table 18
Other assessed resources for the biennium 2012-2013

	Amount (thousands of United States dollars)	*Percentage*
Services in support of:		
International Criminal Tribunal for Rwanda	861.3	0.1
International Tribunal for the Former Yugoslavia	725.6	0.1
Capital master plan	850.1	0.1
Peacekeeping operations[a]	689 584.8	99.6
Total	**692 021.8**	**100**

[a] Revised pursuant to General Assembly resolution 65/290.

L. Extrabudgetary resources

137. The Advisory Committee notes that extrabudgetary resources continue to account for a significant portion of the support provided for the United Nations programme of work. As shown in table 19 below, the bulk of extrabudgetary resources are related to UNHCR, UNRWA, UNODC, UNEP and UN-Habitat.

Table 19
Extrabudgetary resources estimated for the biennium 2012-2013

	Amount (thousands of United States dollars)	*Percentage*
A. Programmes with separate governing bodies		
UNHCR	254 743.0	2.0
UNRWA	6 558 244.2	52.7
UNODC	476 140.5	3.8
UNEP	461 357.0	3.7
UN-Habitat	370 776.5	3.0
Subtotal	**8 121 261.2**	**65.3**
B. Technical cooperation funds	2 446 671.9	19.7
C. Reimbursement for support and services provided	313 588.0	2.5
D. Substantive trust funds	1 560 052.6	12.5
Subtotal	**4 320 312.5**	**34.7**
Total	**12 441 573.7**	**100.0**

138. As outlined in the introduction to the proposed programme budget, the level of extrabudgetary resources projected to be available during a biennium and the number of posts to be funded cannot be determined with complete precision owing to the nature of voluntary contributions. At present, however, the estimated level of

extrabudgetary resources for the biennium 2012-2013 is some $12.4 billion, which would represent an increase of approximately $791.5 million, or 7 per cent, as compared with the current biennium. These funds are expected to finance 13,042 posts. The Secretary-General indicates that the bulk of the increase relates to the projected operations of UN-Women ($495.9 million), UNHCR ($167.8 million) and UNRWA ($88.7 million) (A/66/6 (Introduction), paras. 98-101).

139. The Advisory Committee reviews and submits reports on administrative or support budgets to the various programmes mentioned in section A of table 19 (see also Preface and para. 141 below). For the most part, the Committee examines other extrabudgetary resources maintained in special accounts in the context of its review of the proposed programme budget. The Committee also receives information biannually on the status of trust funds. In its consideration of those programmes, the Committee continues to pay particular attention to system-wide initiatives such as results-based budgeting and the implementation of the International Public Sector Accounting Standards.

140. Under the terms of section II, paragraph 2, of General Assembly resolution 35/217, the Advisory Committee reviews proposals for all new posts at the D-1 level and above funded through extrabudgetary sources that are not otherwise subject to scrutiny by an intergovernmental body. Since submitting its first report on the proposed programme budget for the biennium 2010-2011, the Committee has reviewed and concurred with the requests of the Secretary-General to reclassify or establish the following extrabudgetary posts at the D-1 level and above:

(a) Reclassification of the post of the Director of the International Computing Centre from D-1 to D-2;

(b) Establishment of a D-1 post for the head of the Office for the Coordination of Humanitarian Affairs Field Office in Haiti;

(c) Establishment of a D-1 post for a team leader of the team of experts relating to the Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict;

(d) Extension of the post of Assistant Secretary-General for Disaster Risk Reduction.

The Advisory Committee recalls paragraph 39 of General Assembly resolution 64/243, in which the Assembly stressed that all extrabudgetary posts must be administered and managed with the same rigour as regular budget posts.

M. Cooperation with other United Nations bodies

141. Since the issuance of its first report on the proposed programme budget for the biennium 2010-2011 (A/64/7), the Advisory Committee has submitted reports to the following United Nations bodies:

(a) The Executive Board of the United Nations Development Programme/United Nations Population Fund/United Nations Office for Project Services:

(i) UNFPA: Revision of financial regulations and rules (DP/FPA/2009/12);

(ii) UNDP and United Nations Development Fund for Women budget estimates for the biennium 2010-2011 (DP/2010/3, DP/2010/7);

(iii) Revision of the UNDP financial regulations and rules (DP/2011/36);

(iv) UNDP institutional budget estimates for 2012-2013 (DP/2011/34);

(v) UNOPS budget estimates for the biennium 2010-2011 (DP/2010/9);

(vi) UNOPS budget estimates for the biennium 2012-2013 (DP/OPS/2011/5);

(b) UNHCR: Executive Committee of the High Commissioner's Programme:

(i) UNHCR: biennial programme budget 2010-2011 (A/AC.96/1068);

(ii) UNHCR: biennial programme budget 2010-2011 (revised) (A/AC.96/1087);

(c) Executive Board of WFP:

(i) Process for the selection and appointment of the external auditor for the term from 1 July 2010 to 30 June 2016 (WFP/EB.2/2009/5-E/2) (WFP/EB.2/2009/5-E/1);

(ii) Biennial management plan (2010-2011) (WFP/EB.2/2009/5-A/1); appointment of members to the Audit Committee (WFP/EB.2/2009/5-C/1); investment policy and guidelines (WFP/EB.2/2009/5-F/1); update on the WINGS II project (WFP/EB.2/2009/5-G/1);

(iii) Selection and appointment of the external auditor (WFP/EB.1/2010/6-A/1); revised fee for the external auditor for the biennium 2008-2009 (WFP/EB.1/2010/6-B/1); report of the external auditor on the strategic planning and reporting at a WFP country office — Uganda and WFP management response (WFP/EB.1/2010/6-D/1 and Add.1); report of the external auditor on the IPSAS dividend: strengthening financial management and response of the secretariat (WFP/EB.1/2010/6-E/1 and Add.1); update on the WFP biennial management plan (2010-2011) (WFP/EB.1/2010/6-F/1); final update on the WINGS II project (WFP/EB.1/2010/6-G/1);

(iv) Audited annual accounts, 2009 (WFP/EB.A/2010/6-A/1); final report of the Evaluation Panel on the selection and appointment of the WFP external auditor for the term 1 July 2010-30 June 2016 (WFP/EB.A/2010/6-B/1); appointment of members to the Audit Committee (WFP/EB.A/2010/6-C/1); second update on the WFP management plan (2010-2011) (WFP/EB.A/2010/6-D/1); financial framework review options (WFP/EB.A/2010/6-E/1); proposed amendments to the terms of reference of the WFP Audit Committee (WFP/EB.A/2010/6-F/1); annual report of the WFP Audit Committee (WFP/EB.A/2010/6-G/1); progress report on the implementation of the external auditor recommendations (WFP/EB.A/2010/6-H/1); report of the Inspector General (WFP/EB.A/2010/6-I/1); report of the Executive Director on the utilization of contributions and waivers of costs (General Rules XII.4 and XIII.4 (g)) (WFP/EB.A/2010/6-J/1); investigation on WFP operations in Somalia (WFP/EB.A/2010/6-K/1);

(v) Policy for disclosure of internal audit reports to Member States (WFP/EB.2/2010/4-B/1); WFP anti-fraud and anti-corruption policy (WFP/EB.2/2010/4-C/1); financial framework review (WFP/EB.2/2010/5-A/1); review of the Working Capital Financing Facility (WFP/EB.2/2010/5-B/1); third update on the WFP management plan (2010-2011) (WFP/EB.2/2010/5-C/1); second update on WFP management actions in Somalia (WFP/EB.2/2010/5-D/1); review of WFP operations in Somalia (WFP/EB.2/2010/5-E/1);

(vi) Fourth update on the WFP management plan (2010-2011) (WFP/EB.1/2011/5-A/1); report of the external auditor on WFP operations in Somalia (WFP/EB.1/2011/5-B/1); WFP management response to the report of the external auditor on WFP operations in Somalia (WFP/EB.1/2011/5-B/1/Add.1); information note on funding of security management arrangements (WFP/EB.1/2011/12-B); workplan of the external auditor for the period July 2010 to June 2011 (WFP/EB.1/2011/5-C/1);

(d) The Executive Board of UN-Women:

(i) Support budget and Proposed Financial Regulations and Rules;

(ii) Proposed financial regulations and rules for the United Nations Entity for Gender Equality and the Empowerment of Women (UNW/2011/5 and Add.1);

(iii) Revised proposal for the use of regular budget resources for the normative support functions of UN-Women (A/65/531);

(e) Board of Trustees of UNIDIR: activities of the Institute for the period from August 2009 to July 2010 and the proposed programme of work and estimated budget for 2010-2011 (A/65/177);

(f) Consolidated budget for the biennium 2010-2011 for UNODC (E/CN.7/2009/13-E/CN.15/2009/23);

(g) Board of Trustees of UNITAR:

(i) Programme budget for 2010-2011;

(ii) Proposed revision to the programme budget for the biennium 2010-2011;

(h) Advisory Commission of UNRWA: proposed programme budget for the biennium 2010-2011;

(i) Governing Council of UNEP: proposed biennial programme of work and budget for 2012-2013 (UNEP/GC.26/13);

(j) Governing Council of UN-Habitat: proposed work programme and budget for the biennium 2012-2013 (HSP/GC/23/5);

(k) United Nations Office for Partnerships:

(i) Administrative budget for 2010 (A/CN.1/R.1211);

(ii) Administrative budget for 2011 (A/CN.1/R.1212);

(l) Executive Board of UNICEF:

(i) Financial rules and regulations (E/ICEF/2011/AB/L.8);

(ii) Institutional budget for 2012-2013 (E/ICEF/2011/AB/L.2).

N. Overall position of the Advisory Committee on the initial estimates for the biennium 2012-2013

142. As highlighted in the Introduction to the proposed programme budget, the proposals of the Secretary-General reflect a reduction, before recosting, of some $170.2 million compared with the revised appropriation for the biennium 2010-2011 (A/66/6 (Introduction), para. 17, table). Having considered the proposals of the Secretary-General for the biennium 2012-2013, and noting his assurance that mandates would be delivered in full, the Advisory Committee accepts, by and large, the level proposed by the Secretary-General.

143. The Advisory Committee, in chapter II of the present report, makes a number of specific recommendations regarding posts and other objects of expenditure. For the most part, the Committee's recommendations do not significantly affect the overall level of the budget. Accordingly, the Committee has refrained from providing a final costing for those recommendations since, if accepted by the General Assembly, they will be taken into account in the recalculation done by the Secretariat and furnished to the Fifth Committee before the adoption of the budget by the Assembly. The Committee notes that the overall proposed budget level, and its position on the proposals as a whole, will become apparent only after the submission by the Secretary-General of a number of separate reports and their consideration by the Committee.

144. The Advisory Committee notes that the overall level of resources for the biennium 2012-2013 will be affected both by the submission of proposals for special political missions and by decisions to be taken on the separate reports with financial implications, which will be submitted to the General Assembly at the main part of its sixty-sixth session. While recognizing that unforeseen requirements could arise that need to be addressed outside the normal biennial regular budget cycle, the Committee is of the view that issues foreseen during the preparation of the proposed programme budget could have been included in the Secretary-General's proposals or, at a minimum, that indicative estimates could have been provided. While recognizing that the additional reports will be before the Assembly when it considers the proposed programme budget for the biennium 2012-2013, the Committee is concerned that a piecemeal approach does not provide it with the full information it requires at the time of its consideration of the Secretary-General's proposals to be able to render advice to the Assembly on the proposed programme budget.

145. The Advisory Committee has consistently emphasized the importance of the ongoing review of programmes and business processes to ensure the most effective and efficient delivery of mandates. In this regard, the Committee is of the view that the proposed programme budget should reflect an increased emphasis on results, not only in programme delivery, but also with regard to the efficiency with which the resources approved by the General Assembly are utilized. As such, the Committee has made a number of recommendations with that objective in mind. In particular, the Committee is of the view that future proposed programme budgets should include more information on the status and results of major reform initiatives, the demonstrable impact of efficiency measures being undertaken and the conclusions drawn from monitoring and evaluation activities. The Committee trusts that its recommendations and observations will contribute to the goal of ensuring that resources are efficiently and effectively used to deliver on the mandates of the Organization.

Chapter II

Detailed recommendations on the proposed programme budget

Estimates of expenditure

Part I
Overall policymaking, direction and coordination

Section 1
Overall policymaking, direction and coordination

Proposal submitted by the Secretary-General	$102,812,800[a]
Revised appropriation for 2010-2011	$100,199,600
Projected extrabudgetary resources	$56,105,300[b]

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e., before recosting).

[b] Including other assessed resources amounting to $13,358,600, amending the information contained in table 1.2 of A/66/6 (Sect. 1) to reflect the decision taken by the General Assembly in its resolution 65/290 with respect to the support account for peacekeeping operations, as well as extrabudgetary resources in the amount of $42,746,900.

I.1 Regular budget resources requested by the Secretary-General for section 1 amount to $102,812,800 before recosting, representing an increase of $2,613,200, or 2.6 per cent, over the appropriation for the biennium 2010-2011 (A/66/6 (Sect. 1), table 1.2).

I.2 Table I.1 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table I.1
Staffing resources

	Posts	*Level*
Regular budget		
Advisory Committee on Administrative and Budgetary Questions		
Approved for 2010-2011	12	1 D-2, 1 D-1, 2 P-5, 3 P-4/3, 1 GS (PL), 4 GS (OL)
Proposed for 2012-2013	12	1 D-2, 1 D-1, 2 P-5, 3 P-4/3, 1 GS (PL), 4 GS (OL)
United Nations Board of Auditors		
Approved for 2010-2011	6	1 D-1, 1 P-4/3, 4 GS (OL)
Proposed for 2012-2013	6	1 D-1, 1 P-4/3, 4 GS (OL)
Independent Audit Advisory Committee		
Approved for 2010-2011	2	1 P-5, 1 GS (OL)
Proposed for 2012-2013	2	1 P-5, 1 GS (OL)
Executive Office of the Secretary-General		
Approved for 2010-2011	77	1 DSG, 1 USG, 1 ASG, 5 D-2, 6 D-1, 8 P-5, 11 P-4/3, 2 P-2/1, 5 GS (PL), 37 GS (OL)
Proposed for 2012-2013	75	1 DSG, 1 USG, 1 ASG, 5 D-2, 6 D-1, 8 P-5, 11 P-4/3, 2 P-2/1, 5 GS (PL), 35 GS (OL)
Abolitions	2	2 GS (OL)
Office of the Director-General, United Nations Office at Geneva		
Approved for 2010-2011	18	1 USG, 2 D-1, 2 P-5, 3 P-4/3, 1 P-2/1, 2 GS (PL), 7 GS (OL)
Proposed for 2012-2013	18	1 USG, 2 D-1, 2 P-5, 3 P-4/3, 1 P-2/1, 2 GS (PL), 7 GS (OL)
Office of the Director-General, United Nations Office at Vienna		
Approved for 2010-2011	9	2 P-5, 2 P-4/3, 1 GS (PL), 4 GS (OL)
Proposed for 2012-2013	9	2 P-5, 2 P-4/3, 1 GS (PL), 4 GS (OL)
Office of the Director-General, United Nations Office at Nairobi		
Approved for 2010-2011	4	1 USG, 2 P-5, 1 LL
Proposed for 2012-2013	4	1 USG, 2 P-5, 1 LL
Office of the Special Representative of the Secretary-General for Children and Armed Conflict		
Approved for 2010-2011	10	1 USG, 1 P-5, 5 P-4/3, 1 GS (PL), 2 GS (OL)
Proposed for 2012-2013	10	1 USG, 1 P-5, 5 P-4/3, 1 GS (PL), 2 GS (OL)
Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict		
Approved for 2010-2011	9	1 USG, 1 D-1, 1 P-5, 3 P-4/3, 3 GS (OL)
Proposed for 2012-2013	9	1 USG, 1 D-1, 1 P-5, 3 P-4/3, 3 GS (OL)
Office of the United Nations Ombudsman and Mediation Services		
Approved for 2010-2011	20	1 ASG, 2 D-1, 7 P-5, 2 P-4/3, 5 GS (OL), 3 LL
Proposed for 2012-2013	20	1 ASG, 2 D-1, 7 P-5, 2 P-4/3, 5 GS (OL), 3 LL

	Posts	*Level*
Office of Administration of Justice		
Approved for 2010-2011	35	1 D-2, 1 D-1, 5 P-5, 13 P-4/3, 2 P-2/1, 11 GS (OL), 2 LL
Proposed for 2012-2013	35	1 D-2, 1 D-1, 5 P-5, 13 P-4/3, 2 P-2/1, 11 GS (OL), 2 LL
Ethics Office		
Approved for 2010-2011	9	1 D-2, 1 P-5, 3 P-4/3, 1 P-2/1, 1 GS (PL), 2 GS (OL)
Proposed for 2012-2013	9	1 D-2, 1 P-5, 3 P-4/3, 1 P-2/1, 1 GS (PL), 2 GS (OL)
Rule of Law Unit		
Approved for 2010-2011	5	1 P-5, 3 P-4/3, 1 GS (OL)
Proposed for 2012-2013	5	1 D-1, 3 P-4/3, 1 GS (OL)
Reclassification	1	1 P-5 to D-1
Extrabudgetary[a]		
United Nations Board of Auditors		
Proposed for 2012-2013	1	1 GS (OL)
Executive Office of the Secretary-General		
Proposed for 2012-2013	21	1 D-2, 1 D-1, 4 P-5, 8 P-4/3, 2 P-2/1, 5 GS (OL)
Office of the Director-General, United Nations Office at Geneva		
Proposed for 2012-2013	3	3 GS (OL)
Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict		
Proposed for 2012-2013	1	1 D-1
Office of the United Nations Ombudsman and Mediation Services		
Proposed for 2012-2013	7	3 P-5, 2 P-4/3, 2 FS

[a] Including 12 posts financed by other assessed resources, and 21 extrabudgetary posts.

Comments and recommendations on posts

Reclassification

I.3 In the Rule of Law Unit, the Secretary-General is proposing the upward reclassification of a P-5 post to the D-1 level to head the Rule of Law Unit, owing to the significant managerial and representational functions required of the position, both within the Organization and externally (A/66/6 (Sect. 1), paras. 1.148 and 1.152). Upon request, the Advisory Committee was provided with a detailed justification of the Secretary-General's proposal, including a full list of the functions of the D-1 post. The Committee was informed that, should the proposal be approved, the functions of the existing P-5 post would be absorbed by the remaining staff of the Unit and, if necessary, the Unit's outputs would be scaled back.

I.4 It was explained to the Advisory Committee, upon enquiry, that the proposed upward reclassification described in the preceding paragraph was designed to fill the gap left by the discontinuation of the secondment from UNDP of a staff member at the D-2 level to head the Unit. In that connection, the Committee was informed that, when the Unit was established, during the biennium 2006-2007, it was staffed exclusively through secondments: two posts (1 D-2 and 1 P-3) from UNDP, one P-4 post from the Department of Peacekeeping Operations and one P-5 post from the Office of Legal Affairs. It had quickly become apparent, however, that those arrangements could not be sustained in the longer term because the seconding entities had not budgeted for them and/or the seconded posts were needed by the entities concerned to perform the functions for which they had originally been established. Accordingly, in the context of the proposed programme budget for the biennium 2008-2009, the Secretary-General had submitted a request for seven regular budget posts, including a D-2 for the Head of Unit, and the General Assembly had subsequently approved the establishment of the four Professional posts that were reflected in the Unit's staffing table (see resolution 63/263). Despite the Assembly's request that the Secretary-General ensure that the post of Director of the Unit continue to be provided through secondment, the UNDP-funded secondment of a D-2 post had come to an end in June 2009. During the biennium 2010-2011, in order to mitigate the negative effects of the absence of a head of Unit on the latter's functioning, a temporary post had been made available through a practice referred to as "vacancy management" (see also chap. I, para. 93, above). That post had been filled on 1 April 2010.

I.5 The Advisory Committee was further informed, upon enquiry, that providing a post for a head of the Unit through rotational secondments from the member entities of the Rule of Law Coordination and Resource Group could create a conflict of interest, since the head of Unit was expected to mediate in disputes between members of that Group from a position of trust and neutrality, including the perception of neutrality, which would not be possible if he or she was a staff member of one of the entities concerned. In addition, short-term rotational secondments could hamper the Unit's ability to develop a coherent strategic vision for its work and to establish and maintain partnerships with Member States and other actors working in the rule of law field, and might create undue administrative issues that could affect the Unit's smooth functioning. The burden on the seconding entities could also undermine the desire of Group members to support the Unit's coordination function.

I.6 **The Advisory Committee believes that it is beneficial for the regular budget staffing of offices whose mandates have a system-wide focus to be complemented by secondments from agencies, funds and programmes. It nevertheless recognizes that secondments and extrabudgetary resources can be unpredictable. The Committee is of the view, therefore, that relying exclusively on these types of resources to implement core regular budget programmes and activities is imprudent, since such resources cannot be guaranteed. For those reasons, the Committee recommends approval of the proposal to reclassify a P-5 post to the D-1 level to head the Rule of Law Unit.** The Committee has commented further on the use of secondments in chapter I above.

Abolitions

I.7 It is proposed that two General Service (Other level) posts be abolished in the Executive Office of the Secretary-General (A/66/6 (Sect. 1), para. 1.45). The Advisory Committee notes from the supplementary information provided to it that the streamlining of roles and responsibilities, the improvement of workflows and the redistribution of tasks among the existing staffing complement of the Office would make it possible to abolish the two posts in question. **The Committee has no objection to the Secretary-General's proposal.**

Recommendation on non-post resources

I.8 Estimated non-post resources for the biennium 2012-2013 amount to $40,853,200, a decrease of $136,300, or 0.3 per cent, as compared with the appropriation of $40,989,500 for the preceding biennium. **Subject to the comments and recommendations in the following paragraphs, the Advisory Committee recommends approval of the Secretary-General's proposal for non-post resources under section 1.**

General comments and recommendations

Advisory Committee on Administrative and Budgetary Questions

I.9 Proposed regular budget resources for 2012-2013 for the Advisory Committee, including its secretariat, amount to $8,152,900 before recosting (A/66/6 (Sect. 1), table 1.9), reflecting a decrease of $22,100, or 0.3 per cent, as compared with the appropriation for 2010-2011. The decrease, all of which is under non-post resources, is attributable mainly to a reduction in requirements for data-processing services based on actual usage (ibid., para. 1.17).

I.10 The Secretary-General indicates that the resources requested for 2012-2013 would provide, inter alia, for the travel and subsistence allowance of expert members of the Advisory Committee who are non-residents of New York for meetings held at Headquarters (ibid., para. 1.16). Upon enquiry, the Committee was informed that members of the Committee who were not associated with their permanent missions and whose travel expenses to and from Headquarters were met by the United Nations (i.e. those who lived outside commuting distance) were considered non-resident and were therefore entitled to subsistence allowance.

I.11 The Advisory Committee notes from the supplementary information provided to it that the Secretary-General's estimates are based on the assumption that, during the biennium 2012-2013, the Committee will hold six sessions totalling 78 weeks, including 74 weeks at Headquarters and 4 weeks away from Headquarters. The Committee recalls that the decision to extend the Committee's meeting time from 74 weeks to 78 weeks per biennium was taken by the General Assembly in its resolution 64/243 in response to the Committee's own recommendation. That recommendation, contained in the Committee's first report on the proposed programme budget for 2010-2011, was based on an analysis of the Committee's workload, which had increased in terms of both volume and complexity since the biennium 2000-2001 (see A/64/7, paras. 1.14-1.19).

I.12 **While the Advisory Committee welcomes the extension of the meeting time available to it, it is concerned that the extension alone may not fully address all the implications of its constantly increasing workload, which, inter alia, creates additional responsibilities for its Chair, both from an organizational perspective and in terms of time spent chairing meetings and attending meetings of the Fifth Committee.** In this connection, the Committee recalls that, since 1994, it has had a Vice-Chair, who is not remunerated. The Committee is currently working on proposed terms of reference for its Vice-Chair, as well as suggested modalities for possible remuneration, which will be submitted to the

General Assembly at the time of its consideration of the proposed programme budget for the biennium 2012-2013.

United Nations Board of Auditors

I.13 Estimated regular budget resources for 2012-2013 for the United Nations Board of Auditors, including its secretariat, amount to $6,479,400 before recosting, reflecting an increase of $925,400, or 16.7 per cent, over the appropriation for 2010-2011 (A/66/6 (Sect. 1), table 1.11). The proposed resources provide for the regular budget share of audit fees to be paid to the members of the Board, the costs associated with their attendance at meetings of the Board and of the Panel of External Auditors, the continuation of six posts for the secretariat of the Board and related operational costs. In addition, a total of $20,507,300 in other assessed and extrabudgetary resources is projected for the biennium, derived from audit fees paid directly from the budgets of other United Nations funds, programmes and affiliated bodies, ongoing missions and missions in liquidation, as well as from direct charges to trust funds and technical cooperation projects (ibid., paras. 1.25 and 1.26).

I.14 The Secretary-General indicates that the net increase of $925,400 under non-post resources is attributable to additional requirements for audit costs ($891,100) and to higher costs associated with the services provided by the Office of Information and Communications Technology ($42,900), partially offset by reduced requirements for the cost of communications and office automation equipment (ibid., para. 1.25).

I.15 Upon request, the Advisory Committee was provided with an explanation of the methodology used by the Board for calculating its audit costs. The Committee was informed that fees were projected to increase in 2012-2013 because the Board would be performing a number of additional tasks, namely: reviewing the Administration's plan for the implementation of the International Public Sector Accounting Standards and monitoring the related milestones; reviewing accounting policies selected by the Administration in respect of the 29 IPSAS standards; and providing advice and guidance on the pro forma financial statements and carrying out dry runs of those statements.

I.16 With regard to the higher costs associated with the services provided by the Office of Information and Communications Technology, the Advisory Committee was informed that the Board would retain the same service-level agreement (level A) with the Office as it had in 2010-2011. The additional requirements were due to an increase in the number of network accounts: the Board anticipated that it would need 39 such accounts in 2012-2013. The Committee was also informed, upon enquiry, that network accounts were required not only for the secretariat of the Board but also for Board members and visiting auditors.

United Nations Joint Staff Pension Board

I.17 The Secretary-General is proposing regular budget resources in the amount of $14,013,300 for the United Nations Joint Staff Pension Board, including the United Nations contribution to the costs of the secretariat of the United Nations Joint Staff Pension Fund. Before recosting, that amount reflects the same level of resources as for the biennium 2010-2011 (ibid., table 1.12). The Advisory Committee notes, however, that when the Secretary-General submitted his proposed programme budget for 2012-2013, the budget of the Pension Fund had not yet been finalized (ibid., para. I.32). Accordingly, depending on the recommendations of the Pension Board on the budget of the Fund and any related action taken by the General Assembly, the estimates may be subject to further revision. **The Committee points out, therefore, that a statement of programme budget implications might need to be submitted to the Assembly at its sixty-sixth session, which might result in additional resource requirements.**

I.18 With regard to the Board's meeting schedule, the Secretary-General indicates that it has been a long-standing pattern of the Board to alternate between meeting in New York during odd-numbered years and in other locations during even-numbered years. However, owing to the ongoing construction at Headquarters in connection with the capital master plan, the Board decided that, as from 2009, all of its meetings would be held away from Headquarters until construction was completed (ibid., para. I.27). The Advisory Committee was informed, upon enquiry, that paragraph A.1 of the rules of procedure of the Fund authorized the Board to meet in a place decided by the Board or its Standing Committee. Accordingly, the fifty-sixth session of the Board (2009) was held in Vienna, the fifty-seventh (2010) in London and the fifty-eighth (2011) in Geneva.

Executive Office of the Secretary-General

I.19 Proposed regular budget resources for 2012-2013 for the Executive Office of the Secretary-General amount to $23,327,000 before recosting (ibid., table I.19), a decrease of $703,200, or 2.9 per cent, as compared with the appropriation for 2010-2011. The decrease is attributable to the proposed abolition of two posts in the Office (see para. I.7 above), as well as to reduced requirements for overtime and the elimination of requirements for consultants.

I.20 With regard to overtime, the Advisory Committee was informed that the reduction of $244,000 under other staff costs reflected a conscious effort to reduce the need for overtime through the adoption of new institutional arrangements, such as staggered working hours, better monitoring and self-evaluation mechanisms and the introduction of information technology tools and software. **The Committee commends the Office for the measures taken to reduce overtime payments.**

I.21 Upon enquiry, the Advisory Committee was informed that, on the basis of experience gained during previous bienniums, the Secretary-General had decided to eliminate all requirements for consultants in his Executive Office (amounting to a reduction of $125,000) and to rely instead on existing in-house expertise. **The Committee welcomes this development and encourages other departments and offices to make maximum use of available in-house expertise with a view to following the example set by the Executive Office of the Secretary-General. Any savings realized should be described in the context of the first performance report on the programme budget.** The Committee comments further on the use of consultants in chapter I above.

I.22 During its consideration of the Secretary-General's proposals under this section, the Advisory Committee enquired as to the role and functions of the Strategic Planning Unit. In response, the Committee was informed that the Unit, which had been established in 1997, was responsible for advising the Secretary-General on critical global trends and recommending strategic policy directions. More specifically, the Unit organized and provided secretariat services to the Secretary-General's Policy Committee; developed and followed up on the strategic priorities identified by the Secretary-General; oversaw the work of the United Nations University and liaised with various United Nations and non-United Nations training and research institutes; and prepared the Secretary-General's annual report on the work of the Organization.

I.23 The Advisory Committee was further informed, upon enquiry, that the position of Assistant Secretary-General for Policy Planning/Head of the Strategic Planning Unit did not appear in the organization chart of the Executive Office of the Secretary-General because it was not part of the regular budget staffing table. The position had been created in August 2004 and was funded through the practice referred to as "vacancy management" and through general temporary assistance resources. **The Committee is concerned about the continued use of general temporary assistance funds to finance, in full or in part, a senior-level position, particularly because this arrangement means that neither the Committee nor the General Assembly has had an opportunity to review the need for the position concerned, its level or its functions. In this connection, the Committee reiterates its concern about the flexible interpretation of the guidelines for the use of funds appropriated for general temporary assistance, which are intended to be used for the temporary replacement of staff on extended sick leave or maternity leave or the engagement of additional staff during peak workload periods, and not to finance de facto regular budget posts that are of a continuing nature (see, inter alia, A/50/7/Add.2). The Committee stresses that there is a need for greater transparency in the use of temporary positions. The Committee expects that the Secretary-General will clarify to the Assembly, at the time of its consideration of his proposals under section 1, how he intends to fund the position of Assistant Secretary-General for Policy Planning and any other senior-level positions in his Executive Office that have existed for more than 12 months without intergovernmental approval, during the biennium 2012-2013.**

Offices of the Directors-General, United Nations Offices at Geneva, Vienna and Nairobi

I.24 Estimated regular budget resources for 2012-2013 for the Offices of the Directors-General at the United Nations Offices at Geneva, Vienna and Nairobi amount to $6,086,900, $2,431,700 and $1,526,300 before recosting, respectively (ibid., tables 1.20, 1.21 and 1.22).

I.25 With specific reference to the Office of the Director-General at the United Nations Office at Nairobi, the Advisory Committee notes that the estimated resource requirements of $1,526,300 reflect an increase of $258,600, or 20.4 per cent, over the revised appropriation for 2010-2011. The Secretary-General indicates that the increase is due primarily to the delayed impact of the establishment, effective 1 January 2010, of a post at the Under-Secretary-General level for the Director-General of the Office (ibid., para. 1.58). Upon enquiry, the Committee was informed that, consequent to the establishment of that post, the support arrangements in the Office were being reviewed. In accordance with established procedures, any resulting adjustments to the requirements for 2012-2013 would be submitted to the General Assembly at its sixty-sixth session in the context of revised estimates.

I.26 On a more general note, the Advisory Committee recalls that, in its first report on the proposed programme budget for the biennium 2010-2011, it questioned the logic behind the placement of the Offices of the Directors-General of the United Nations Offices at Geneva, Vienna and Nairobi in section 1, expressing the view that, in order to present a more coherent overview of the resources required for the various activities of the Organization, the Secretary-General should include the resource requirements of those Offices in the specific sections of the budget dedicated to them (A/64/7, para. I.26). Upon enquiry, the Committee was informed that discussions regarding the appropriate placement of the relevant resource requirements were still ongoing. **The Committee encourages the Secretary-General to conclude those discussions as soon as possible and expects that their outcome will be reflected in the next budget submission.**

Office of the Special Representative of the Secretary-General for Children and Armed Conflict

I.27 The regular budget resources proposed for 2012-2013 for the Office of the Special Representative of the Secretary-General for Children and Armed Conflict amount to $3,693,100 before recosting (ibid., table 1.24), the same level as for the biennium 2010-2011. The Advisory Committee notes that the estimates for the Office have been prepared on the assumption that its mandate, which is due to expire on 31 December 2011, will be renewed (ibid., para. 1.70). The Committee also notes that, should there be changes to the mandate, any related financial implications will be addressed in accordance with rule 153 of the rules of procedure of the General Assembly.

Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict

I.28 The proposed programme budget for the biennium 2012-2013 reflects, for the first time, the requirements for the Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict, which was established effective 1 January 2011 pursuant to General Assembly resolution 65/259 and Security Council resolution 1888 (2009). The Secretary-General indicates that the establishment of the Office fills the critical gap that has existed in terms of ensuring concerted and effective coordinated engagement with Member States, the Security Council, the General Assembly, other United Nations entities, non-governmental organizations, civil society and a diverse cross-section of high-level interlocutors (ibid., para. 1.75). The role and functions of the Special Representative and the Office are set out in paragraphs 1.74 to 1.77 of the budget document, and activities to be carried out by the Special Representative during the biennium 2012-2013 are enumerated in paragraph 1.78.

I.29 The Secretary-General is proposing regular budget resources in the amount of $3,321,500 for the Office, reflecting an increase of $2,198,000, or 195.6 per cent, over the appropriation for 2010-2011 (ibid., table 1.26). The increase is attributable primarily to the delayed impact of the nine posts established effective 1 January 2011 (ibid., para. 1.83).

I.30 The Advisory Committee notes from paragraph 1.80 of the budget document that, as well as nine regular budget posts, the Office has three staff members (1 P-5, 1 P-3 and 1 General Service (Other level)) seconded from UN-Women and funded by the United Nations Action against Sexual Violence in Conflict initiative, an inter-agency initiative created in 2006 to unite efforts across the United Nations system to combat sexual violence. Upon enquiry, the Committee was informed that the secondments would continue for as long as the Special Representative served as the Chair of the United Nations Action Steering Committee.

I.31 The Secretary-General alludes to Security Council resolutions 1888 (2009) and 1960 (2010), in which the Council decided to include specific provisions for the protection of women and children from rape and other sexual violence in the mandates of United Nations peacekeeping operations, including, on a case-by-case basis, the identification of women's protection advisers in gender adviser and human rights protection units. He indicates that terms of reference for the women's protection advisers were being developed (ibid., para. 1.79). It was explained to the Advisory Committee, upon enquiry, that the functions of the women's protection advisers would probably be carried out within the existing human resources capacity of peacekeeping missions, but that additional sources of funding for that function would be explored. **The Committee recommends that the Secretary-General be requested to report on any relevant developments in a future submission.**

Office of the United Nations Ombudsman and Mediation Services

I.32 Estimated regular budget resources for 2012-2013 for the Office of the United Nations Ombudsman and Mediation Services amount to $6,398,400 before recosting (ibid., table 1.28), remaining unchanged as compared with the appropriation for 2010-2011. The provision would continue to provide for 20 regular budget posts and related non-post resources.

I.33 The Secretary-General indicates that the Office continued to see an increase in its case workload in 2010: the number of cases received from the United Nations Secretariat rose to 1,206, reflecting a 70 per cent increase over the preceding year, and the integrated Office of the Ombudsman, which covers the Secretariat, the United Nations funds and UNHCR, handled a total of 1,745 cases in 2010 as compared with 1,287 in 2009 (ibid., para. 1.89). The Advisory Committee was informed that, since the establishment of the Mediation Services component in January 2008, the Office had received a total of 77 requests for mediation services; 43 of those cases had been fully mediated. The year 2010 had marked the first year of operation of the seven regional branches of the Office. In this regard, the Secretary-General highlighted the advantages of in-person intervention, as well as the need to assist the regional offices through improved coordination and monitoring in the area of human resources and financial management and to ensure consistent practices and application of policies across the Organization.

I.34 The Secretary-General states that the strengthening of the informal conflict resolution system as a preferred first step in resolving workplace issues has proven to be successful, pointing to the greater number of staff members contacting the Office as an alternative to formal proceedings, as well as the successful resolution of 79 per cent of the cases received (ibid., para. 1.91). The Advisory Committee notes that a dispute resolution referral training programme, designed to assist participants in effectively identifying, handling and referring cases for informal resolution, was offered to stakeholders in the formal system of administration of justice in December 2010. In this regard, the Committee was informed that the number of cases referred to the Office from the Tribunals and the Administration had increased, including those of a disciplinary nature. The Committee also notes from the budget document that, in 2012-2013, the Office will continue to focus on identifying systemic issues and analysing the root causes of conflicts and will provide regular reports to the Secretary-General, including comments on policies, procedures and practices that have come to its attention (ibid., para. 1.95 (c)). The Secretary-General also indicates that, in response to paragraph 32 (c) of General Assembly resolution 61/261, the Office was in the process of revising its terms of reference to incorporate changes to the functions, presence and locations of the Office that were approved by the Assembly (ibid., para. 1.87). The Committee was informed that the guidelines of the Mediation Division had recently been published on the Office's website.

I.35 **The Advisory Committee has consistently emphasized that the informal system should be used wherever possible in order to avoid contentious litigation. It therefore welcomes the increase in the utilization of the services offered by the Office of the Ombudsman.** The Committee was informed that, pursuant to paragraph 22 of General Assembly resolution 65/251, the next annual report of the Office, which would be submitted for consideration by the Assembly at its sixty-sixth session, would contain detailed proposals for the full implementation in the biennium 2012-2013 of the recommendations contained in paragraphs 124 to 126 and 128 to 133 of the previous annual report of the Ombudsman (A/65/303) concerning the provision of incentives for staff to make use of the Office to resolve disputes. The Committee will comment further on the activities of the Office in the context of its consideration of the next annual report.

Office of the Administration of Justice

I.36 Estimated regular budget resources for 2012-2013 for the Office of the Administration of Justice amount to $12,566,800 before recosting, reflecting a decrease of $686,100, or 5.2 per cent, as compared with the appropriation of $13,252,900 for 2010-2011 (ibid., table 1.30). The decrease is attributable to lower requirements under other staff costs ($599,900) and non-staff compensation ($741,800) because the one-time requirement for the temporary appointment of three ad litem judges for a period of one year to enable the Dispute Tribunal to clear the backlog of cases carried over from the previous system of administration of justice is no longer needed. The decrease would be partially offset by additional requirements under posts ($661,700) related to the delayed impact of five new posts established effective 1 January 2010. The proposed resources would continue to provide for 35 regular budget posts and other non-post requirements.

I.37 Upon enquiry, the Advisory Committee was provided with an update on the status of the backlog of cases carried over from the previous system of administration of justice. It was informed that 313 cases had been transferred from the previous system to the United Nations Dispute Tribunal, including: (a) 169 cases pending before the Joint Disciplinary Committee/Joint Appeals Board that were transferred on 1 July 2009; and (b) 144 cases of the United Nations Administrative Tribunal, which had been transferred to the Dispute Tribunal on 1 January 2010. As at 31 May 2011, the Dispute Tribunal had disposed of 250 of the 313 cases transferred from the previous system; the remaining 63 cases were still pending.

I.38 The Advisory Committee notes that no extrabudgetary resources are projected for 2012-2013, reflecting a reduction as compared with the estimated amount of $46,000 available during 2010-2011. The extrabudgetary resources for 2010-2011 reflect contributions to the Trust Fund for Staff Legal Assistance, which was created in early 2010 with a view to augmenting the capacity of the Office of Staff Legal Assistance (ibid., table 1.30). Upon enquiry, the Committee was informed that, since its inception, apart from contributions of $50,000 from the Staff Coordinating Council at the United Nations Office at Geneva and $1,500 from the Staff Union at ECA, the trust fund had received only small contributions from individual satisfied clients of the Office of Staff Legal Assistance, such as a $255 monthly contribution from approximately 20 field-based staff who were members of the Field Staff Union. In short, the trust fund has largely failed to meet its expectations.

I.39 The Advisory Committee was informed that, while no extrabudgetary resources were projected for 2012-2013 given the uncertain funding situation, efforts to raise funds would continue. **The Committee continues to believe that the regular budget provision for staff legal assistance should be complemented by some form of staff participation** (see A/62/7/Add.7). The General Assembly has also, on numerous occasions, invited staff representatives to explore further the possibility of establishing a staff-funded scheme that would provide legal advice and support to staff, and to consult with the Secretary-General as deemed appropriate (see resolutions 61/261 and 62/228). **The Committee recommends that the Secretary-General be requested, in cooperation with staff representatives, to intensify efforts to seek viable solutions for a staff-funded legal assistance scheme that would make additional resources available for providing legal advice and support to staff. The Committee expects that, in accordance with paragraph 40 of Assembly resolution 65/251, the Secretary-General will submit proposals for a staff-funded scheme, including proposals that are based on a mandatory contribution from staff, to the Assembly no later than at its sixty-sixth session.**

I.40 The Advisory Committee notes from the introduction to the budget that, in addition to the proposals set out in section 1 of the proposed programme budget for the biennium 2012-2013, the Secretary-General will be presenting a separate report on administration of justice to the General Assembly at its sixty-sixth session (A/66/6 (Introduction), para. 16). The Committee was informed that, since the budget for the new system of administration of justice for the biennium 2012-2013 had been developed before the full requirements were known, the aforementioned report would contain requests for resources that would allow the Office to maintain the current pace of work and continue to implement all relevant Assembly mandates. **The Committee looks forward to considering that report.**

Ethics Office

I.41 Proposed regular budget resources for 2012-2013 for the Ethics Office amount to $3,903,400 before recosting, representing an increase of $590,800, or 17.8 per cent, over the appropriation for 2010-2011 (ibid., (Sect. 1), table 1.32). The staffing of the Office would remain unchanged, with nine regular budget posts. The proposed increase in resources is attributable essentially to higher requirements under contractual services to provide for the regular budget share of the review of the financial disclosure statements, which is determined on the basis of the number of participants in the programme. The Advisory Committee notes from the supplementary information provided to it that the number of Secretariat staff participating in the financial disclosure programme rose to 1,314 in 2010, representing 32.2 per cent of the total number of participants, an increase from the estimated 20.5 per cent provided for in the programme budget for 2010-2011. The regular budget resources would be complemented by other assessed resources in the amount of $3,202,200, provided from the support account for peacekeeping operations to cover requirements for staff in the field.

I.42 Since the establishment of the Ethics Office, the Advisory Committee has expressed its concern as to the cost of the outsourcing arrangements for the review of the financial disclosure statements, which is linked directly to the number of participants and, according to the Secretary-General, is expected to increase owing to the natural growth of the participant base. In its first report on the proposed programme budget for 2008-2009, the Committee recommended that the General Assembly request the Secretary-General to conduct an in-depth analysis, by the end of the biennium 2008-2009, of the relative advantages or disadvantages, including costs, of conducting the review in-house as opposed to outsourcing arrangements (see A/62/7, para. I.17). The Committee notes from paragraphs 1.131 to 1.134 of the budget document that such an analysis was undertaken and completed in September 2010 by an external contractor and that a number of options were identified for conducting the review in-house or outsourcing it, in terms of both the review and the technological platform used. The Committee further notes that the study was reviewed by a high-level advisory group and that the Secretary-General will present his recommendation as part of the annual report of the Ethics Office that will be submitted to the Assembly at the main part of its sixty-sixth session. In this connection, the Committee was informed that one option envisaged for containing costs was to review the risk profiles of the Organization and to reassess the filing eligibility criteria, with a view to concentrating the focus of the programme on higher-risk groups. **The Committee considers that efforts should also be directed towards negotiating more favourable terms for the contract with the external contractor. It looks forward to receiving further details on the outcome of that review and the Secretary-General's related proposals in the context of its consideration of the next annual report of the Ethics Office.**

Section 2

General Assembly and Economic and Social Council affairs and conference management

Proposal submitted by the Secretary-General	$614,112,200[a]
Revised appropriation for 2010-2011	$656,070,400[b]
Projected extrabudgetary resources	$25,679,200

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Excluding an amount of $15,495,900 for the United Nations Library in Geneva and an amount of $1,269,000 for the United Nations Library — Vienna to ensure that this figure constitutes a comparable base with the biennium 2012-2013, as the two libraries are now budgeted for under section 29E, Administration, Geneva, and section 29F, Administration, Vienna, respectively.

I.43 Regular budget resources requested by the Secretary-General for section 2 amount to $614,112,200 before recosting, reflecting a decrease of $41,958,200, or 6.4 per cent, as compared with the revised appropriation for the biennium 2010-2011 (A/66/6 (Sect. 2), table 2.5).

I.44 The Advisory Committee was informed that the decrease in requirements responded to the Secretary-General's request that all programme managers find ways to "work smarter". The Committee notes that, in paragraph 2.17 of the budget document, the Secretary-General indicates that the requirements for 2012-2013 reflect efforts to use resources more efficiently and effectively in order to cope with the projected increase in demand for conference services, particularly in Geneva.

I.45 According to the Secretary-General, the following measures would contribute substantially to the overall reduction in resources:

(a) The implementation of a new business model for delivering documentation services along the whole documents-processing chain, which will entail a reconfiguration of resource requirements. In parallel, the Department is proposing to revise delivery and quality control protocols, strictly control and limit all documentation, including publications, and carefully review all clients' mandated entitlements. These measures are expected to lead to a net cost reduction of approximately $11.8 million during the biennium;

(b) The proposed "handing back" to United Nations funds and programmes headquartered in New York of the resources currently budgeted for their conference-servicing needs. This proposal would lead to a reduction of approximately $8 million during the biennium 2012-2013;

(c) Additional savings and efficiencies, estimated at around $10 million, relating to the production of documentation, including the discontinuation, limitation or deferral of the production of summary records at all duty stations; the discontinuation of the production of compilation documents; the introduction and enforcement of page limits for all reports of treaty bodies and reports of States parties to treaty bodies; and the one-time elimination of the backlog of documents awaiting processing;

(d) The introduction of technological innovations and other efficiency measures, including the abolition of 41 posts and reduced requirements for printing supplies in the publishing services at Headquarters and in Geneva, resulting in a reduction of approximately $10.6 million during the biennium;

(e) Improved utilization of resources and equipment leading to a reduction of $1.9 million under other operating costs.

During its consideration of the Secretary-General's proposals under section 2, the Advisory Committee was also informed that, in order to cope with the growing demand for services while at the same time limiting costs, the United Nations Office at Vienna had devised and implemented a quota system under which the entitlements of each of its main clients had been capped at a certain percentage of overall capacity. That system would continue to be implemented in 2012-2013.

I.46 The Advisory Committee discusses some of the above-mentioned efficiency measures in more detail in the paragraphs below. **At this stage, the Advisory Committee commends the Department for General Assembly and Conference Management for taking proactive and innovative steps to reduce its budgetary**

requirements through the re-engineering of business processes and the use of available technologies while maintaining all of its outputs.

I.47 Table I.2 below summarizes the regular budget and jointly financed posts, including temporary posts, approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget and jointly financed posts for the biennium 2012-2013. The table also shows the extrabudgetary posts proposed for the biennium.

Table I.2
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011[a]	1 883	1 USG, 1 ASG, 5 D-2, 20 D-1, 182 P-5, 396 P-4, 373 P-3, 24 P-2/1, 84 GS (PL), 706 GS (OL), 15 LL, 76 TC
Proposed for 2012-2013	1 838	1 USG, 1 ASG, 5 D-2, 20 D-1, 191 P-5, 383 P-4, 373 P-3, 24 P-2/1, 84 GS (PL), 702 GS (OL), 15 LL, 39 TC
Abolitions	41	4 GS (OL), 37 TC in New York under subprogramme 4
Reclassifications	11	6 P-4 to P-5 in Nairobi under subprogramme 3
		5 P-4 to P-5 in Nairobi under subprogramme 4
Redeployments	26	1 P-4 in New York from subprogramme 1 to subprogramme 2
		6 P-4 in New York from subprogramme 3 to subprogramme 4
		6 P-3 in New York from subprogramme 4 to subprogramme 3
		13 GS (OL) in New York from subprogramme 4 to subprogramme 2
Jointly financed budget (Vienna)		
Approved for 2010-2011[b]	174	1 D-1, 20 P-5, 43 P-4, 21 P-3, 3 P-2/1, 6 GS (PL), 80 GS (OL)
Proposed for 2012-2013	174	1 D-1, 20 P-5, 43 P-4, 21 P-3, 3 P-2/1, 6 GS (PL), 80 GS (OL)
Redeployment	1	1 P-2 from subprogramme 2 to subprogramme 3
Extrabudgetary		
Proposed for 2012-2013	95	1 D-1, 2 P-5, 8 P-4/3, 11 GS (PL), 9 GS (OL), 64 LL

[a] Including four temporary posts (2 P-5, 2 P-4) that are not continued in 2012-2013. Posts under Library Services, Geneva, under section 2 in the biennium 2010-2011, which are proposed for redeployment to section 29E, have been excluded to provide a comparable base with the biennium 2012-2013.

[b] Two posts (1 P-3 and 1 GS (OL)) under the Library Unit, which are proposed for redeployment to section 29F, have been excluded to provide a comparable base with the biennium 2012-2013.

Comments and recommendations on posts

Reclassifications

I.48 The Secretary-General is proposing the upward reclassification of the following 11 posts at the United Nations Office at Nairobi:

(a) In the Translation and Editorial Section (subprogramme 3), six P-4 posts of Reviser to the P-5 Senior Reviser level (A/66/6 (Sect. 2), para. 2.104);

(b) In the Interpretation and Publishing Section (subprogramme 4), five P-4 posts of Interpreter to the P-5 Senior Interpreter level (ibid., para. 2.109).

In the budget document, the Secretary-General indicates that he is submitting the proposal for 11 reclassifications pursuant to General Assembly resolution 65/245. The Advisory Committee notes, in this connection, that in that resolution the Assembly did not pronounce itself on the proposed reclassifications; it merely requested the Secretary-General to resubmit the proposals he had made in his report on the pattern of conferences (A/65/122) in the context of the proposed programme budget for 2012-2013.

I.49 In the report on the pattern of conferences, the Secretary-General justified the proposed upward reclassifications on the basis of the increased workload at the United Nations Office at Nairobi, coupled with the persistently high vacancy rate, which, according to the Secretary-General, made it necessary to enhance the capacity of the Office to attract and retain high-quality interpreters and translators. He also referred to the principle of equal grade for equal work and the acknowledgement by the Committee on Conferences that quality service required adequate staff at the appropriate level. At that time, the Secretary-General also indicated that, since 40 per cent of the Office's translation workload was contracted out, appropriate quality control had to be ensured. According to the Secretary-General, quality control functions should be performed by a Senior Reviser at the P-5 level (ibid., paras. 70-75). In its related report, the Advisory Committee stated that it would take any action it deemed appropriate when a formal proposal was submitted (A/65/484, para. 32).

I.50 Upon enquiry, the Advisory Committee was provided with additional justification for the proposed upward reclassifications. The Committee was informed that the United Nations Office at Nairobi was the only conference-servicing duty station that did not have any P-5 posts for language staff, apart from the Chief of the Interpretation Section and the Chief and Deputy Chief of the Translation and Editorial Section. The Office continued to have difficulty recruiting and retaining language staff, as evidenced by the fact that its overall vacancy rate for language posts currently stood at 21 per cent. With specific reference to the interpreter posts, the Committee was informed that the proposed upgrades would improve staff morale and enhance the quality of interpretation provided, since the Office would be better placed to retain experienced staff and reduce the vacancy rate in the Interpretation Section, which stood at 34 per cent. **In view of that situation, and with the aim of enhancing the quality of interpretation services provided at the United Nations Office at Nairobi, the Committee recommends approval of the upward reclassification of five P-4 posts of Interpreter to the P-5 Senior Interpreter level. The Committee recalls, in this regard, that the General Assembly, in successive resolutions on the pattern of conferences, has requested the Secretary-General to take measures aimed at decreasing vacancy rates in the language services in Nairobi (see, inter alia, resolutions 63/248, 64/230 and 65/245).**

I.51 With regard to the translator posts, the Advisory Committee was informed that contractual translation accounted for 43 per cent of the Office's translation workload, as compared with the original estimate of 40 per cent for the biennium 2010-2011. This meant that Senior Revisers were even more urgently needed to provide an appropriate level of quality control. **The Committee recognizes the need to improve the quality of translation services provided at the United Nations Office at Nairobi and, in particular, given the extremely high level of outsourcing, to ensure appropriate quality control of translation done**

externally. For those reasons, and in view of the General Assembly's repeated requests that the Secretary-General take measures aimed at decreasing vacancy rates in the language services in Nairobi (see, inter alia, resolutions 63/248, 64/230 and 65/245), it recommends approval of the Secretary-General's proposal to reclassify six P-4 posts of Reviser to the P-5 Senior Reviser level.

Redeployments

I.52 The Secretary-General is proposing the redeployment of 26 posts in New York, as follows:

(a) One P-4 post from the Disarmament and Peace Affairs Branch (subprogramme 1) to the Central Planning and Coordination Service (subprogramme 2) in order to formally establish the training coordination function with a view to expanding and upgrading staff members' skills, collaborating with international organizations and building outreach to universities (A/66/6 (Sect. 2), paras. 2.38 and 2.42);

(b) Six P-4 posts from the translation services (one from each language) of the Documentation Division (subprogramme 3) to the Copy Preparation and Proofreading Section (2 posts) and the Verbatim Reporting Service (4 posts) of the Meetings and Publishing Division (subprogramme 4) in order to correct long-standing imbalances affecting the staffing of the services concerned (ibid., para. 2.48). Upon enquiry, the Advisory Committee was informed that the imbalances in question related to the grade levels of posts in the various services: in the Copy Preparation and Proofreading Section, despite a formal decision to classify posts at a higher level, there was an insufficient number of higher-level posts available in all languages, while in the Verbatim Reporting Service there was an uneven number of staff across the language services, despite similar job profiles;

(c) Six P-3 posts (2 from the Copy Preparation and Proofreading Section and 4 from the Verbatim Reporting Service) from the Meetings and Publishing Division (subprogramme 4) to the translation services (one to each language) of the Documentation Division (subprogramme 3) in order to correct long-standing imbalances affecting the staffing of the services concerned (ibid.; see also (b) above);

(d) Thirteen General Service (Other level) posts from the Meetings and Publishing Division (subprogramme 4) to the Central Planning and Coordination Service (subprogramme 2) to strengthen information technology management functions (ibid., para. 2.42).

The Advisory Committee has no objection to the proposed redeployments. The Committee expects, in particular, that the 12 redeployments between subprogrammes 3 and 4 will enhance the quality of services provided.

Abolitions

I.53 The Secretary-General is proposing to abolish 4 General Service (Other level) and 37 Trades and Crafts posts in the Reproduction Unit of the Publishing Section (subprogramme 4) in New York. He indicates that the proposed abolitions reflect a return on the Department's investment in technology and the streamlining of its workflow (A/66/6 (Sect. 2), para. 2.53). Upon enquiry, the Advisory Committee was informed that the Department's printing output had dropped significantly as a result of, inter alia, the increased use of electronic distribution, and that the technology used had changed from offset to digital, which was considerably less labour intensive. Those developments obviated the need for the Trades and Crafts posts, the incumbents of which were responsible for operating, monitoring and maintaining the equipment in the reproduction plant. The ongoing decrease in the quantity of paper and supplies to be handled justified the abolition of the General Service (Other level) posts. **The Committee has no objection to the proposed abolitions.** The Committee comments further on the Department's printing operations in paragraph I.67 below.

Recommendation on non-post resources

I.54 Estimated non-post requirements for 2012-2013 amount to $123,653,800, representing a decrease of $36,981,700, or 23 per cent, as compared with the revised appropriation of $160,635,500 for the biennium 2010-2011. The Advisory Committee notes from the supplementary information provided to it that the most significant reductions in non-post resources are under other staff costs. Under subprogramme 2, Planning and coordination of conference services, the estimated provision for other staff costs, which covers requirements for temporary assistance for meetings, general temporary assistance and overtime in support of meetings, will decrease by $22,405,200 in New York and $12,599,400 in Geneva. According to the Secretary-General, the decrease is due to anticipated efficiencies arising from the proactive management and prioritization of resources, including through minimizing the non-local recruitment of temporary staff, technological investment in conference-servicing processes, stricter enforcement of page limits and increased use of contractual translation, as well as cost-reduction measures related to summary records and the provision of conference services to funds and programmes at Headquarters (see also para. I.45 above). **Subject to its comments and recommendations in the following paragraphs, the Committee recommends approval of the Secretary-General's proposal for non-post resources under section 2.**

General comments and recommendations

Proposal for alternative methods of delivery of summary records

I.55 The Secretary-General indicates that his estimates for the biennium 2012-2013 include efficiencies amounting to around $10 million ($3 million in Geneva and $7 million in New York) as a result of the proposed discontinuation, limitation or deferral of the production of summary records at all duty stations (A/66/16 (Sect. 2), para. 2.17 (c)). Upon enquiry, the Advisory Committee was informed that in its resolution 58/250, the General Assembly had requested the Secretary-General to conduct a thorough cost-benefit study of summary records with a view to assessing the need for them and to explore the possibility of delivering them in a more efficient and effective manner. In response to that request, the Secretary-General, in his report in 2004 on the reform of the Department for General Assembly and Conference Management, suggested five alternative methods of delivery, namely, replacing summary records with digital recordings; reducing the number of bodies entitled to summary records; producing summary records in English only; restricting their length; and providing only electronic (rather than paper) copies of the original records (A/59/172, paras. 53-63; see also A/60/93). In its resolution 60/236 B, the Assembly called for further discussion and analysis.

I.56 It was explained to the Advisory Committee, upon enquiry, that the proposal put forward by the Secretary-General in his proposed programme budget for 2012-2013 sought to take advantage of recent trends and available technology in order to achieve significant savings. It would entail the continued production of summary records in their original language (English or French), as well as the introduction of supplemental systems that would allow Member States to access secure digital recordings in all official languages almost in real time. The digital recordings would also include an electronic meeting log, showing the list of speakers and the times at which they spoke. Printed versions of the records in languages other than the original would be produced only upon request, within a time frame of around four weeks.

I.57 The Advisory Committee was also informed, upon enquiry, that the Human Rights Council in Geneva had done without summary records for four years. Its meetings were webcast and saved to electronic files that were accessible over the Internet. The per meeting cost of webcasting was much lower than the cost of producing summary records. In Vienna, the Committee on the Peaceful Uses of Outer Space was developing an alternative delivery method for its meeting records, which would consist of digital sound files supplemented, where available, with uploaded reference materials such as written statements and/or an English transcript of the meeting.

I.58 The Advisory Committee notes from paragraph 2.17 (c) of the budget document that the Secretary-General's proposal for alternative methods of delivery of summary records requires the approval of the General Assembly. Upon enquiry, the Committee was informed that the question would be discussed by the Committee on Conferences at its September 2011 session. The Committee was further informed that, should the Assembly choose to retain summary records in their current form, the projected $10 million in savings would have to be reprogrammed into the budget for the biennium 2012-2013. **The Committee notes the Department's efforts to achieve savings by streamlining its operations and delivering services in a more effective and efficient manner. Notwithstanding the merits of the Secretary-General's proposal for alternative methods of delivery of summary records, however, the Committee considers that it is premature to include savings of $10 million in the proposed programme budget for 2012-2013 when the initiative from which they are to be derived is subject to General Assembly approval and has yet to be considered by the relevant intergovernmental body. The Committee therefore recommends that the Assembly consider the Secretary-General's proposal for the delivery of summary records in the light of the outcome of the relevant deliberations of the Committee on Conferences, also taking into account the views of the bodies entitled to summary records.**

Proposal to amend the current arrangements for the provision of conference services to funds and programmes

I.59 The Secretary-General indicates that around $8 million in savings could be achieved by amending the arrangements for the provision of conference services to funds and programmes headquartered in New York (namely, UNDP, UNICEF and UNFPA). He also recalls that the current arrangements, whereby the Department for General Assembly and Conference Management provides conference services to funds and programmes headquartered in New York, were put in place pursuant to General Assembly resolution 47/202 (A/66/6 (Sect. 2) para. 2.17 (b)).

I.60 Upon enquiry, the Advisory Committee was informed that the resources for translating documents originating from the funds and programmes were currently provided from the regular budget under section 2. The Secretary-General was proposing to enter into a new arrangement with the funds and programmes concerned whereby they would contract directly with the Department for translation services on a "pay-as-you-go" basis. The Committee was further informed that notification of the proposed change had been sent to the Executive Heads of UNDP, UNICEF and UNFPA, and that the Department would be advising those entities on how to minimize their translation volume to reduce costs.

I.61 The Advisory Committee notes from paragraph 2.17 (b) of the budget document that the Secretary-General's proposal for a "pay-as-you-go" arrangement to meet the translation needs of the funds and programmes requires the approval of the General Assembly. It is the Committee's understanding that, should the Assembly decide not to approve the proposal, the projected $8 million in savings would have to be reprogrammed into the budget for the biennium 2012-2013. **The Committee sees merit in the Secretary-General's proposal, particularly given its long-standing view that regular budget activities should not subsidize extrabudgetary ones (see A/50/7, para. 115). The Committee repeats its view, however, that it is premature to include savings of $8 million in the proposed programme budget for 2012-2013 when the initiative from which they are to be derived is subject to General Assembly approval and has yet to be considered by the relevant intergovernmental body. The Committee therefore recommends that the Secretary-General refer his proposal to the competent body, namely the Committee on Conferences, for discussion.**

Introduction and enforcement of page limits for reports of treaty bodies and reports of States parties to treaty bodies

I.62 As indicated in paragraph I.45 above, one of the measures proposed by the Department to generate efficiencies and savings during the biennium 2012-2013 is the introduction and enforcement of page limits for all reports of treaty bodies and reports of States parties to treaty bodies. Upon enquiry, the Advisory Committee was informed that treaty body documentation included documents that were subject to page/word limits (submissions originating from the Secretariat and intergovernmental bodies) and those that were not (submissions from Member States). A review of available statistics at the United Nations Office at Geneva, where the majority of the treaty bodies are based, revealed that there had been a significant increase in the number of documents submitted by Member States in 2010, with a commensurate increase in the workload volume (number of words to be processed). Further increases were expected as a result of the establishment of the Committee on Enforced Disappearances, the expansion of the Subcommittee on the Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment and other pending proposals.

I.63 The Advisory Committee was informed that imposing page limits on Member State submissions would reduce the overall workload volume and minimize the number of excessively long documents that disrupted the processing chain. The Division of Conference Management in Geneva stood ready to work with treaty body secretariats to review their documentation requirements in order to ensure that the limited resources at its disposal were deployed to the areas of highest priority to the membership of the treaty bodies. Such a review could entail determining the average length of State party reports and using those data to negotiate a page/word limit. **The Committee recognizes that the increase in the number of treaty bodies has resulted in additional work for the Department. The Committee considers, however, that the imposition of page/word limits on reports of States parties to treaty bodies is a matter to be decided by the General Assembly. The Secretary-General should therefore be requested to refer this question to the Committee on Conferences.**

Increased use of contractual translation

I.64 The Secretary-General indicates that, as part of the introduction of a new business model for the delivery of documentation services, the Department anticipates a further increase in the use of contractual translation services (A/66/6 (Sect. 2), para. 2.17 (a)). The related indicators of achievement in the results-based-budgeting frameworks show that between 2010-2011 and 2012-2013, the proportion of translation done contractually is expected to increase from 24 per cent to 25 per cent in New York (ibid., table 2.18), from 20 per cent to 25 per cent in Geneva (ibid., table 2.25), from 30 per cent to 32.5 per cent in Vienna (ibid., table 2.33) and to remain at 43 per cent in Nairobi (ibid., table 2.40). The Advisory Committee notes that while the increase in the proportion of translation done contractually will entail an increase in resources under contractual services, that increase will be more than offset by the corresponding decrease in requirements for temporary assistance for meetings.

I.65 Upon enquiry, the Advisory Committee was informed that, while contractual translation was the cheapest mode of delivery, it required in-house revision and quality control. In this connection, the Committee recalls that, in order to respond to the General Assembly's concerns regarding appropriate control of external translation (see, inter alia, resolutions 61/236 and 62/225), a total of 12 P-5 Senior Reviser posts were established at Headquarters and in Geneva during the biennium 2008-2009, a further 5 P-4 Reviser posts at the United Nations Office at Vienna were upgraded to the P-5 level during the biennium 2010-2011, and, subject to the approval of the General Assembly, a further six P-4 Reviser posts at the United Nations Office at Nairobi will be reclassified to the P-5 Senior Reviser level during the biennium 2012-2013 (see paras. I.48-I.51 above). The Committee also recalls that, in order to further strengthen quality control and to ensure that translation contractors (both individuals and firms) are held accountable for their performance, the Department's common roster of external contractors includes a standardized electronic template for quality control evaluations. Unified criteria for the inclusion of translators and text-processors in and their removal from the common roster as well as their evaluation were agreed upon in 2009 (see A/64/136, para. 80).

I.66 **The Advisory Committee continues to emphasize the paramount importance of providing language services of the highest quality. The Committee therefore welcomes the measures taken to enhance quality control of contractual translation and the possibility offered by those measures to increase further the proportion of translation done contractually, where that mode of delivery is the most cost-effective. In that connection, and bearing in mind its earlier recommendation that any savings and/or efficiencies arising from the increased use of contractual translation must not come at the expense of quality, the Committee points out that the above-mentioned indicators of achievement provide for an increase in the proportion of translation done**

contractually only where that mode of delivery yields a final product that is of comparable quality to translation done in-house.

Evolution of the Department's business model for publishing

1.67 The Secretary-General indicates that the Department for General Assembly and Conference Management has identified savings in the order of $10.6 million as a result of streamlining the operations of the publishing services at Headquarters and in Geneva (A/66/6 (Sect. 2), para. 2.17 (d)). In addition to the savings of $6.8 million anticipated as a result of the abolition of 41 posts (see para. 1.53 above), a reduction of $3.8 million for printing supplies is expected during the biennium 2012-2013 owing to the significant drop in printing output. The Secretary-General explains that, following a review of hard-copy printing, the Publishing Section had reduced the number of page impressions of parliamentary documents from 336 million in 2009 to 220 million in 2010. It is anticipated that fewer than 150 million page impressions will be produced in 2011. As a result, the night shift for hard-copy distribution has been eliminated and capacity has been reallocated to earlier shifts, leading to savings in overtime and night differential payments and the more effective use of printing and reproduction capacity (ibid., paras. 2.11 (a) and (e)).

1.68 The Advisory Committee notes that the electronic distribution of information to Member States, by means of e-mail and various other online tools, has contributed significantly to the drop in the printing output (ibid., para. 2.11 (g)). In that connection, during its consideration of the Secretary-General's proposals under section 2, the Committee was informed that the Department had recently developed a business model for paperless meetings, which had been used for the first time in May 2011 to service a meeting of the Committee on Non-Governmental Organizations. **The Committee commends the Department for the steps it has taken to capitalize on new technologies in order to ensure the timely and cost-effective distribution of documents.**

Integrated global management

1.69 The Advisory Committee recalls that the integrated global management approach to conference services has been pursued by the Department for General Assembly and Conference Management for many years as a way of enhancing the efficiency and effectiveness of its activities. In the budget document, the Secretary-General indicates that the approach is continuing to evolve, as evidenced by the progressive standardization of administrative policies, practices and procedures across all conference-servicing duty stations (ibid., para. 2.4).

1.70 During its consideration of the Secretary-General's proposals under section 2, the Advisory Committee was informed that, during the biennium 2010-2011, significant progress had been made in the implementation of the global information technology initiative, which was a fundamental pillar of the integrated global management approach. The initiative consisted of the following three projects:

(a) Project 1, entitled "gData": a global data warehouse designed to produce standardized performance reports and costing data across the four duty stations that would allow for the benchmarking, monitoring and streamlining of operations and enable global workload forecasting and capacity planning;

(b) Project 2, entitled "gMeets": a global meetings management system that would allow for the scheduling of meetings at all four duty stations with a view to generating and managing the global calendar of meetings interactively;

(c) Project 3, entitled "gDoc": an integrated global document management application, designed to allow for the real-time assessment of the global status of documentation, the standardized global reporting of document statistics, the tracking of documents at any duty station and an indication of global workload-sharing potential.

Projects 1 and 2 had been implemented at all four duty stations during the biennium 2010-2011. Project 3 had been reconceptualized and was under development by a team operating in New York and Geneva.

I.71 **The Advisory Committee notes the continued development of the integrated global management approach and reiterates its support for that concept as a means of maximizing the efficient use of resources and improving the overall quality of conference services. The Committee welcomes the Department's use of information technology tools in this regard and encourages the Department to finalize the development of project 3 as soon as possible so that it can be rolled out to all duty stations.**

I.72 The Advisory Committee recalls that one of the pillars of integrated global management is workload-sharing among the four conference-servicing duty stations, whereby capacity is shared in order to address peaks and valleys in the workload at individual duty stations, thereby ensuring the most efficient and effective use of resources. Upon request, the Committee was provided with the following information on the translation workload by duty station.

(Thousands of words)

	2008-2009 actual	*2010-2011 estimated*	*2012-2013 estimated*
In-house translation			
New York	171 083	178 266	187 200
Geneva	108 041	116 000	120 000
Vienna	94 571	97 340	97 320
Nairobi	8 000	9 626	9 626
Contractual translation			
New York	53 650	58 664	62 600
Geneva	27 615	28 500	41 500
Vienna	15 163	16 000	15 000
Nairobi	6 703	7 611	7 611

The Advisory Committee observes from the information in the table that, during the biennium 2012-2013, the estimated volume of both modes of translation will increase in New York and Geneva, whereas the estimated volume in Nairobi will remain the same and the estimated volume in Vienna will decrease. **In the view of the Committee, this situation will create greater opportunities for workload-sharing. The Committee recommends that statistics illustrating how the**

Department has taken advantage of these opportunities be included in the relevant performance report.

I.73 On a related matter, the Advisory Committee recalls that, following the evaluation of the progress achieved in integrated global management conducted by OIOS (A/64/166), the Department concluded, *inter alia*, that since the Under-Secretary-General for General Assembly and Conference Management is accountable for all expenditure under section 2 of the regular budget, he should also be able to exercise the corresponding authority in the management and disbursement of resources, both human and financial (see A/65/122, para. 29 (a)). In his 2010 report on the pattern of conferences, the Secretary-General indicated that the full implementation of integrated global management and the ensuing gains in efficiency and cost-effectiveness could be achieved only if the organizational structure and hierarchical reporting lines within the Department were revised in order to afford the Under-Secretary-General the authority required to fulfil General Assembly mandates (ibid., para. 29 (c)). Subsequently, the Assembly, in its resolution 65/245, requested the Secretary-General to assess the conference management efficiency and accountability mechanisms across the four main duty stations and to report thereon to the Assembly at its sixty-sixth session. **The Advisory Committee looks forward to considering the report. Any administrative and/or financial consequences of the findings of the Secretary-General should be reflected in the next budget submission.**

Succession planning

I.74 Succession planning, which, in the view of the Advisory Committee, is a management issue with significant budgetary implications (see A/64/7, para. I.71), has been a long-standing concern of the Department for General Assembly and Conference Management. According to the latest statistics, approximately 20 per cent of the Department's language staff will have retired by 2016 (A/65/400, para. 17). During the biennium 2012-2013, the Secretary-General indicates that, in order to meet changing needs and address the demographic transition affecting language staff, the Department will continue to offer sustained support for training opportunities designed to upgrade staff members' skills, collaborate with international organizations and strengthen outreach to universities to institutionalize training programmes (A/66/6 (Sect. 2), para. 2.6). The relevant outputs are enumerated in paragraphs 2.41 (b) (vii) and 2.59 (c) of the budget document. In this connection, the Committee notes that, as indicated in paragraph I.52 (a) above, the Secretary-General is proposing the redeployment of one P-4 post from the Disarmament and Peace Affairs Branch (subprogramme 1) to the Central Planning and Coordination Service (subprogramme 2) in New York in order to formally establish the training coordination function, which has hitherto existed on an ad hoc basis.

I.75 During its consideration of the Secretary-General's proposals under this section, the Advisory Committee was informed that, during the biennium 2010-2011, the Department had further strengthened its outreach activities with a view to raising language students' awareness of employment opportunities at the United Nations and expanding the potential pool of language professionals. In particular, the Department has concluded additional memorandums of understanding with universities around the globe, bringing the total number of institutions having a formal relationship with the Organization to 19. Under the terms of those memorandums, universities promised to re-establish or develop language programmes in order to stimulate demand and interest in pursuing language careers. The Department had also continued to collaborate with language training institutions in order to develop its internship programme, which had proven to be an effective way of identifying, attracting and training talented young language professionals. Fifty-seven interns have been hosted in 2010 and 70 to date in 2011. Several graduates of the programme had passed competitive examinations and some had also been added to the rosters of freelance translators/interpreters and contractual translators.

I.76 The Advisory Committee was informed, however, that since there were no dedicated budgetary resources for the internship programme, it would soon reach its limit in terms of the number of interns who could participate. In addition, many potential interns could not afford the cost of travelling to and living in cities such as New York, Geneva or Vienna, which limited the pool of interns and could lead to individuals with certain language combinations being underrepresented. To address that situation, preliminary approaches had been made to members of the League of Arab States to ascertain their interest in contributing to the Department's training efforts for Arabic language translators and interpreters through a trust fund or other arrangement to be put in place by the Department. **The Committee commends the Department for the proactive measures it has taken to reach out to potential recruits and expects that they will be pursued and further expanded during the biennium 2012-2013. The Committee trusts that those efforts will lead to a greater number of candidates successfully passing the competitive language examination and a corresponding decrease in vacancy rates. The Committee is concerned, however, that the lack of dedicated resources for the internship programme may have a disproportionately negative impact on young professionals with certain, less-common, language combinations. In this connection, the Committee welcomes the Department's intention to approach Member States for support. The Committee recommends that the Secretary-General be encouraged to broaden those efforts with a view to securing extrabudgetary funding for training activities related to all six official languages.**

I.77 On the question of competitive examinations, the Advisory Committee noted in its first report on the proposed programme budget for 2010-2011 that such examinations were the only means of recruitment for language staff but that the capacity of the Examinations and Tests Section of the Office of Human Resources Management was insufficient to organize the number of examinations needed. At that time, the Committee once again called upon the Department for General Assembly and Conference Management and the Office of Human Resources Management to agree, as a matter of urgency, on adequate measures to ensure the prompt organization and scheduling of the necessary language examinations (A/64/7, paras. I.65-I.66). In table 2.45 of the budget document, the Secretary-General states that, in follow-up to the Committee's recommendation, the Department conducted a study of the examination process and identified a number of actions designed to strengthen it, including adjustments to candidate-screening procedures, examination content and delivery, as well as scheduling. An interdepartmental working group composed of representatives of the Department and the Office of Human Resources Management is monitoring the implementation of the recommendations, which, when fully implemented, are expected to reduce considerably the time between the identification of a need for an examination and the recruitment of successful candidates from the roster. **Given that staff shortages could significantly hinder the efficient and effective implementation of the Department's mandate, the Committee welcomes the steps taken by the Department to improve the competitive examination process and looks forward to receiving information on the results achieved in a future submission.**

Monitoring and evaluation

I.78 The Secretary-General indicates that, pursuant to General Assembly resolution 58/269, regular budget resources totalling approximately $3,041,000 have been identified for the conduct of monitoring and evaluation activities during the biennium 2012-2013. Those resources are equivalent to a total of 307.6 work-months, 115.6 at the Professional level and 192 at the General Service level (A/66/6 (Sect. 2), para. 2.22).

I.79 The Advisory Committee recalls that, in its first report on the proposed programme budget for 2010-2011, it was informed that, in response to General Assembly resolution 61/245 and as recommended by OIOS, the Department had begun work on the establishment of a robust monitoring, evaluation, risk analysis and statistical verification function (see A/64/7, para. I.73). During its consideration of the Secretary-General's proposals for 2012-2013, the Committee was informed that a monitoring, evaluation, risk management and statistical verification capacity had been established, within existing resources, at Headquarters and in Geneva. It was focusing on workload forecasting and capacity planning for documents management and on the standardization of key performance indicators, and was also responsible for extracting and compiling statistics from all mission-critical systems at the four conference-servicing duty stations in order to produce various types of reports, including monthly internal management reports, using the global data warehouse ("gData" — see para. I.70 above). According to the Secretary-General, those reports allow for the comparison and better understanding of the operations at all duty stations, and made it possible for the Department's managers to take informed decisions regarding the allocation of resources (A/66/6 (Sect. 2), para. 2.11 (h)). Upon enquiry, the Committee was informed that, resources permitting, the monitoring and evaluation capacity in Vienna and Nairobi would be strengthened in the medium term. **The Committee welcomes the steps taken to integrate monitoring and evaluation functions into the Department's organizational structure. The Committee encourages the Secretary-General to ensure that the monitoring, evaluation, risk management and statistical verification entities make the best possible use of the new information technology tools at their disposal to further streamline the Department's operations, identify potential areas of risk and highlight opportunities for efficiencies. More detailed information on their activities should be provided in the next budget submission.** The Committee has commented further on monitoring and evaluation activities in chapter I above.

Protocol services for the Office of the President of the General Assembly

I.80 During its consideration of the Secretary-General's proposals under section 2, the Advisory Committee enquired as to why the Protocol and Liaison Service, which had been transferred to the Department as of the biennium 2008-2009, did not provide protocol services for the Office of the President of the General Assembly.

The Committee was informed, in response, that the Protocol and Liaison Service had 10 dedicated posts. In order to cope with the heavy workload, one additional post was on loan to the Service from another unit of the Department, and temporary staff were recruited for specific events or during peak periods. The Service did not have sufficient capacity to provide services to the Office of the President of the General Assembly and, while the General Assembly had discussed the issue, to date it had not been supportive of providing additional dedicated resources for that purpose. **In view of the high-level functions discharged by the President of the General Assembly on behalf of the Organization, the Committee is of the view that every effort should be made to assist the Office of the President with protocol and liaison services.**

Part II
Political affairs

Section 3
Political affairs

Proposal submitted by the Secretary-General	$1,195,113,100[a]
Revised appropriation for 2010-2011	$1,314,847,400
Projected extrabudgetary resources	$49,284,200[b]

A summary of the Secretary-General's proposals for regular budget posts is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Including other assessed resources in the amount of $15,267,600, amending the information in table 3.3 of the proposed budget (A/66/6 (Sect. 3)) to reflect the decision taken in General Assembly resolution 65/290, and extrabudgetary resources in the amount of $34,016,600.

II.1 The Advisory Committee notes that the regular budget resources requested by the Secretary-General for section 3, before recosting, amount to $1,195,113,100, representing a decrease of $119,734,300, or 9.1 per cent, compared with the biennium 2010-2011 (see A/66/6 (Sect. 3), paras. 3.13-3.18). The resources proposed include the requirements for the Department of Political Affairs ($82,649,700), special political missions ($1,083,036,300), the United Nations Special Coordinator for the Middle East Peace Process ($16,949,200), the Peacebuilding Support Office ($5,220,900), the United Nations Register of Damage Caused by the Construction of the Wall in the Occupied Palestinian Territory ($5,346,700) and the United Nations Office to the African Union ($1,910,700).

A. Department of Political Affairs

II.2 The regular budget resources requested by the Secretary-General for the Department of Political Affairs of $82,649,700, before recosting, represent a decrease of $438,100, or 0.5 per cent compared with the 2010-2011 biennium (ibid., table 3.3). The decrease is the net result of a reduction in the requirements for posts in the amount of $647,100 and an increase in non-post resources in the amount of $209,000, compared with the resources approved for 2010-2011. In terms of the overall components of the programme, the decrease is the net result of reductions in the programme of work, in particular subprogrammes 3 and 4 ($927,600 and $693,900, respectively), offset by an increase under subprogramme 6 ($703,400) and programme support ($567,800).

II.3 Table II.1 below summarizes the posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding posts for the biennium 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table II.1
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	275	1 USG, 2 ASG, 8 D-2, 15 D-1, 37 P-5, 50 P-4, 40 P-3, 24 P-2/1, 5 GS (PL), 93 GS (OL)
Proposed for 2012-2013	269	1 USG, 2 ASG, 8 D-2, 15 D-1, 37 P-5, 48 P-4, 39 P-3, 24 P-2/1, 5 GS (PL), 91 GS (OL)
Abolitions	6	1 P-4, 1 P-3, 2 GS (OL) under subprogramme 3, 1 P-4, 1 GS (OL) under subprogramme 4
Extrabudgetary		
Proposed for 2012-2013	15	11 P-3, 4 GS (OL)

Comments and recommendations on posts

II.4 The resources proposed for posts for the biennium 2012-2013 in the amount of $74,875,600, before recosting, provide for 269 posts (174 Professional and 95 General Service) shown in table II.1 above. The decrease of $647,100, or 0.9 per cent, is the net result of a decrease in resources related to the abolition of six posts under subprogrammes 3 and 4 ($1,421,500), offset by an increase in the requirements for the Counter-Terrorism Implementation Task Force ($774,400), reflecting the delayed impact of six posts approved in 2010-2011.

II.5 Four posts (1 P-4, 1 P-3, 2 General Service (Other level)) are proposed to be abolished under subprogramme 3, Security Council affairs, as part of the staffing adjustments within the Division, resulting in a reduction in the related resources of $927,600 (ibid., para. 3.52). Upon enquiry, the Advisory Committee was informed that, subsequent to a review undertaken in 2010 of the Security Council Affairs Division, the Office of Internal Oversight Services had made nine recommendations, four of them in areas rated as high risk, concerning improving institutional memory, knowledge transfer, information-sharing and the formal definition of reporting lines. The Committee was further informed that, in order to improve knowledge transfer and information-sharing, the Division's database (iSCAD) had been expanded and revamped and staff members had been trained to enter data and to use the database as a research tool and as a means of sharing information and transferring knowledge. In addition, individual responsibilities and reporting functions were outlined and streamlined in all branches of the Division. The revised reporting lines, as well as the increased Division-wide use of iSCAD, provided the Division with the impetus to rationalize synergies among the different branches, reprioritize working practices across the board and amend individual staff members' responsibilities. In particular, the reduction in the duplication of tasks by staff members has led to a redefinition of their functions. Following an internal restructuring of the duties of staff within the Division and in line with the Secretary-General's call for increased budgetary discipline, the Department of Political Affairs is proposing to adjust the overall staffing requirements of the Division by abolishing the four posts indicated above. The Committee was informed that the Division was reasonably confident that it would continue to be in a position to fully implement the mandates and tasks assigned to it. **The Committee welcomes the action taken**

to implement the recommendations of OIOS and expects that action will also be taken to implement the pending recommendations.

II.6 Two posts (1 P-4 and 1 General Service (Other level)) are also proposed to be abolished under subprogramme 4, Decolonization, as part of the staffing adjustments of the Unit, resulting in a reduction of $439,900 for the biennium 2012-2013 (ibid., para. 3.57). Upon enquiry, the Advisory Committee was informed that the workload and related activities of the Decolonization Unit, in comparison with other parts of the Department, was fairly steady, with largely predictable expected outputs. Furthermore, the work of the Decolonization Committee, supported by the Unit, is cyclical, allowing for streamlining and better advance planning of its work. The Department is therefore proposing to adjust the staffing requirement by abolishing one P-4 and one General Service post (the first one being currently vacant and the second one temporarily encumbered). Upon enquiry, the Committee was further informed by the Department that it was reasonably confident that it would continue to be in a position to fully implement the mandates and tasks assigned to the Unit, with the understanding that the Unit's staff would be supplemented at peak times, as required. In addition, there would be cooperation between the Unit and the relevant regional divisions, as necessary, to utilize the synergies in their respective work.

II.7 **The Advisory Committee has no objection to the Secretary-General's staffing proposals and the related post resources for the biennium 2012-2013.**

Recommendations on non-post resources

II.8 The non-post resources of $7,774,100 reflect an increase of $209,000 compared to the resources approved for 2010-2011, which is reflected mainly under general operating expenses ($181,500) and contractual services ($97,800).

II.9 The Advisory Committee notes that the requirements for general temporary assistance and overtime are budgeted centrally under programme support, resulting in decreases under the subprogrammes. The resources for general operating expenses of $1,273,100 under programme support include communications costs. The increase of $230,000 over the resources approved for 2010-2011 relates to additional telecommunications charges, given the high roaming costs for staff on official travel, and the inward redeployment of resources previously budgeted under the various subprogrammes. The resources proposed for contractual services under programme support include the costs for support services provided by the Office of Information and Communications Technology and 40 mobile accounts for critical staff as part of the business continuity plan ($1,058,500). The increase of $192,200 compared with the previous biennium reflects the redeployment of resources previously budgeted under the subprogrammes. **The Advisory Committee recommends acceptance of the non-post resources proposed for the Department of Political Affairs.**

General comments and recommendations

Repertoire of the Practice of the Security Council

II.10 The Advisory Committee recalls that, in its resolution 65/31, the General Assembly called upon the Secretary-General to continue to update the *Repertoire* and to make it available electronically in all of its language versions. The Committee was informed that, in line with the "two-track" approach that allows the simultaneous preparation of two or more supplements, the Secretariat, over the past year, has worked on the fifteenth and sixteenth Supplements, covering the periods 2004-2007 and 2008-2009. The entire fifteenth Supplement has been completed and is available electronically on the *Repertoire* website in an advance version. Progress has also been made in the preparation of the sixteenth Supplement, which is expected to be completed by the end of 2011, and work has been initiated on the seventeenth Supplement, covering 2010-2011. In addition, the *Repertoire* website has been overhauled, further enhancing its search capabilities and providing a user-friendly interface that allows for quicker access. Depending on the level of available funds, the Secretariat will seek to have the website translated into all of the official languages. The finalized chapters of the *Repertoire* and those awaiting publication have been posted in an advance version.

II.11 The Advisory Committee was informed that voluntary contributions to the trust fund for the updating of the *Repertoire* remained an important element for sustaining progress attained and maintaining the website in all six official languages. It was indicated that the extrabudgetary funds have enabled the Secretariat to retain the services of temporary staff assisting in the preparation of the *Repertoire* and to work simultaneously on several volumes of the publication. In the current environment of financial constraint, it was stated that the voluntary contributions to the trust fund remained an important element for sustaining progress in that regard. **The Committee appreciates the work done to date and encourages the Department of Political Affairs to continue its fund-raising efforts in order to ensure that progress in updating the *Repertoire of the Practice of the Security Council* is maintained.**

General Assembly resolution 64/246 on unforeseen and extraordinary expenses

II.12 The Advisory Committee was provided with information on the activities undertaken by the Department in support of the Secretary-General's good offices efforts, as events have unfolded in the recent past in the Middle East and North Africa. The Committee was informed that it was not possible to support such surge activities from within existing resources. Funding has therefore been provided under the provisions of General Assembly resolution 64/246, by which the Secretary-General is authorized to enter into commitments up to a maximum of $8 million in any one year of the biennium 2010-2011 as he certifies relate to the maintenance of peace and security.

II.13 Upon enquiry, the Advisory Committee was provided with a breakdown of the related commitments authorized so far by the Secretary-General pursuant to General Assembly resolution 64/246 on unforeseen and extraordinary expenses for each year of the biennium 2010-2011, which is included in table II.2 below.

Table II.2

Commitments authorized by the Secretary-General for 2010 and 2011

Description	*Amount (United States dollars)*	*Period covered*
2010		
United Nations arrangement in support of the Geneva International Discussions and the Joint Incident Prevention and Response Mechanism	2 079 800	1 January-31 December 2010
Personal Representative of the Secretary-General on the Border Controversy between Guyana and Venezuela	108 400	1 March-30 August 2010
Special Envoy to the Democratic People's Republic of Korea	65 000	5 February-19 February 2010
Panel of Experts on the Islamic Republic of Iran	1 438 500	1 September-31 December 2010
Panel of Inquiry on the flotilla incident of 31 May 2010	1 498 400	10 August-31 December 2010
Panel of Experts on Sri Lanka	1 204 800	5 August-31 December 2010
Special Envoy of the Secretary-General for Assistance to Pakistan	106 300	27 September-31 December 2010
Total 2010	**6 501 200**	
2011		
Panel of Inquiry on the flotilla incident of 31 May 2010	318 300	1 January-30 April 2011
United Nations arrangement in support of the Geneva International Discussions and the Joint Incident Prevention and Response Mechanism	215 600	1 January-31 March 2011
Special Envoy for Assistance to Pakistan	762 800	1 January-31 March 2011
Special Envoy to the Libyan Arab Jamahiriya	1 513 400	March-September 2011 (6 months)
Panel of Experts on Sri Lanka	59 700	1-31 May 2011
United Nations Support to the Transition in Egypt and Tunisia	364 000	1 July-31 December 2011 (6 months)
Total 2011[a]	**3 233 800**	

[a] Not including the amounts used, in the interim, for the Panel of Experts on the Libyan Arab Jamahiriya and the United Nations Representative to the Geneva International Discussions, pending the decision of the General Assembly on their budget proposals at the second part of its resumed sixty-fifth session. The Assembly has approved the budgets for these two operations and decided that their requirements would be met from the overall appropriations for special political missions for 2010-2011 (General Assembly resolution 65/288).

B. Special political missions

II.14 The provision for special political missions for 2012-2013 is estimated at $1,083,036,300, compared with the overall level of the revised appropriation for the biennium 2010-2011 amounting to $1,203,840,800 (A/66/6 (Sect. 3), table 3.25). The Advisory Committee notes that the amount is estimated on the basis of the pattern of expenditure for the current biennium, adjusted for missions whose mandates have been discontinued or completed, as well as for the delayed impact of new missions established during 2010-2011. The estimated resources therefore reflect the end of the mandates of the United Nations Mission in Nepal and the

United Nations Representative on the International Advisory and Monitoring Board of the Development Fund for Iraq on 15 January and 30 June 2011, respectively, and the replacement of the United Nations Integrated Office in Burundi by a follow-on mission, the United Nations Office in Burundi, on 1 January 2011. As indicated in chapter I above, this element relates to a reduction of $85.8 million; a further reduction of $35 million is anticipated as a result of the expected delivery of objectives and mandates in a more cost-effective and efficient manner (see also para. II.16 below).

II.15 Information on the related provision under special political missions for 2010-2011, including the end of mandates, is shown in table II.3 below.

Table II.3

Special political missions, 2010-2011

Cluster/mission	*Appropriation (thousands of United States dollars)*	*Mandate ending*	*Remarks*
Thematic cluster I: special and personal envoys, special advisers and personal representatives of the Secretary-General			
Special Envoy of the Secretary-General for Myanmar	1 914.2	Open	
Special Adviser to the Secretary-General in Cyprus	6 672.3	15/12/2011	
Special Adviser to the Secretary-General on the Prevention of Genocide	4 068.6	Open	
Personal Envoy of the Secretary-General for Western Sahara	1 097.4	Open	
Special Envoy of the Secretary-General for the Implementation of Security Council resolution 1559 (2004)	1 279.7	Open	
United Nations Representative on the International Advisory and Monitoring Board of the Development Fund for Iraq	82.2	30/6/2011	
United Nations Representative to the Geneva International Discussions	—		The General Assembly, in its resolution 65/288, approved the budget of $1,469,000 to be met from within the overall appropriation of $1.2 billion for special political missions
Subtotal	**15 114.4**		
Thematic cluster II: sanctions monitoring teams, groups and panels			
Monitoring Group on Somalia	3 849.1	31/7/2011	
Panel of Experts on Liberia	1 264.8	16/12/2011	
Group of Experts concerning Côte d'Ivoire	2 610.0	30/4/2012	
Group of Experts on the Democratic Republic of the Congo	2 778.5	30/11/2011	
Panel of Experts on the Sudan	3 521.7	19/2/2012	
Panel of Experts on the Democratic People's Republic of Korea	5 963.0	12/6/2012	
Panel of Experts on the Islamic Republic of Iran	3 217.7	9/6/2012	

Cluster/mission	Appropriation (thousands of United States dollars)	Mandate ending	Remarks
Panel of Experts on Libyan Arab Jamahiriya	—	31/5/2012	The General Assembly, in its resolution 65/288, approved the budget of $1,670,400 to be met from within the overall appropriation of $1.2 billion for special political missions
Analytical Support and Sanctions Monitoring Team established pursuant to Security Council resolution 1526 (2004) concerning Al-Qaida and the Taliban and associated individuals and entities	8 231.2	31/12/2012	
Support to the Security Council Committee established pursuant to resolution 1540 (2004) on non-proliferation of all weapons of mass destruction	6 334.6	25/4/2021	
Counter-Terrorism Committee Executive Directorate	17 290.7	31/12/2013	
Subtotal	**55 061.3**		
Thematic cluster III: political offices, peacebuilding support offices and integrated offices			
Office of the Special Representative of the Secretary-General for West Africa	13 916.2	31/12/2013	
United Nations Integrated Peacebuilding Office in the Central African Republic	35 988.7	31/12/2011	
United Nations Integrated Peacebuilding Office in Guinea-Bissau	33 076.9	31/12/2011	
United Nations Political Office for Somalia	32 783.5	Open	
United Nations Integrated Peacebuilding Office in Sierra Leone	33 456.5	15/9/2011	
United Nations support for the Cameroon-Nigeria Mixed Commission	16 834.9	31/12/2011	
United Nations Regional Centre for Preventive Diplomacy for Central Asia	6 293.0	Open	
United Nations Integrated Office in Burundi/ United Nations Office in Burundi	58 705.0	31/12/2011	
United Nations Mission in Nepal	25 804.1	15/1/2010	
Office of the United Nations Special Coordinator for Lebanon	17 432.1	31/8/2011	
United Nations Office in Central Africa	3 505.2	S/2010/457: letter from the President of the Security Council to the Secretary-General	The Council took note of the letter from the Secretary-General dated 11 December 2009 (S/2009/697) and believes it appropriate for the proposed office to be established for an initial period of two years, with a review of its mandate after 18 months
Subtotal	**277 796.1**		

Cluster/mission	*Appropriation (thousands of United States dollars)*	*Mandate ending*	*Remarks*
United Nations Assistance Mission in Afghanistan	497 654.1	23/3/2012	
United Nations Assistance Mission for Iraq	355 063.3	31/7/2011	
Subtotal	**852 717.4**		
Total (net of staff assessment)	**1 200 689.2**		

II.16 The Advisory Committee recalls that, in accordance with established procedures, the utilization of the resources for special political missions is subject to individual legislative mandates and approval by the General Assembly, as the Assembly or the Security Council establishes or renews such mandates. Furthermore, a detailed justification of resource requirements will be submitted to the Assembly at the main part of its sixty-sixth session. As indicated in chapter I above, the Committee is of the opinion that the additional reduction of $35 million (see also para. II.14 above), made for ongoing missions, can be considered only a preliminary projection at this point. **The Committee believes that it is essential that the Secretary-General demonstrate restraint when presenting the budgetary proposals for special political missions.**

II.17 The Advisory Committee will make its relevant comments and recommendations as regards the staffing and non-staffing proposals in the context of the report of the Secretary-General containing the estimates in respect of special political missions, good offices and other political initiatives authorized by the General Assembly and/or the Security Council to be submitted to the Assembly at the main part of its sixty-sixth session.

II.18 The Advisory Committee also recalls that the General Assembly, in its resolution 65/259, requested the Secretary-General to conduct a thorough review of the current funding and backstopping arrangements for the special political missions with a view to identifying possible alternatives. In its report on strengthening the capacity to manage and sustain peacekeeping operations, the Committee indicated that it had been informed that the Department of Field Support, the Department of Peacekeeping Operations, the Department of Management and the Department of Political Affairs had been assessing options in order to report on this issue to the General Assembly at its sixty-sixth session, as requested (A/65/827, para. 19). **As stated therein, the Advisory Committee looks forward to the results of the review, which should provide a fuller picture and a clear analysis of the capacities, arrangements, processes and challenges involved in supporting special political missions, as well as recommendations for addressing any gaps identified.**

C. Office of the Special Coordinator for the Middle East Peace Process

II.19 The resources proposed for 2012-2013 in the amount of $16,949,200, before recosting, reflect an increase of $648,900 or 4.0 per cent, compared with the resources approved for 2010-2011. The increase is due mostly to additional requirements for posts ($530,700).

II.20 Table II.4 below summarizes the posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding posts for 2012-2013.

Table II.4
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	64	1 USG, 1 D-2, 6 P-5, 3 P-4, 9 P-3, 9 FS, 2 NO, 6 SS, 27 LL
Proposed for 2012-2013	65	1 USG, 1 D-2, 6 P-5, 3 P-4, 9 P-3, 8 FS, 6 SS, 3 NO, 28 LL
New	1	NO
Reclassifications	1	1 Field Service to Local level

II.21 The increase of $530,700, or 4.0 per cent, over the post resources approved for 2010-2011 of $13,364,000 reflects the delayed impact of eight posts approved in the biennium 2010-2011 and the proposed establishment of one new post for a National Officer in the Regional Affairs Unit. As indicated in the proposed budget, the National Officer post is currently funded under extrabudgetary resources. Upon enquiry, the Advisory Committee was informed that funding would no longer be available beyond 2011 for this post, but that the functions (see A/66/6 (Sect. 3), para. 3.80) had proven invaluable in strengthening the effectiveness of United Nations outreach in Israel and would continue to be required. Furthermore, within the Unit, one Political Affairs Officer (P-3) is assigned the functions of focal point for governmental relations with Israel, while three Political Affairs Officers (1 P-5, 1 P-4 and 1 P-3) perform similar functions in relation to the Palestinians in Gaza and the West Bank. **The Committee recommends acceptance of the proposed National Officer post.**

II.22 A Field Service post within Mission Support, identified for conversion in the context of the harmonization of conditions of service, is proposed to be reclassified to the Local level (ibid.). **The Advisory Committee has no objection to the proposed reclassification.**

II.23 The amount proposed for non-post items of $3,054,500 represents an increase of $118,200 compared with the resources approved for 2010-2011. The increase is due mostly to additional requirements under furniture and equipment ($134,700) and supplies and materials ($47,700), which relate to the replacement of one armoured and four regular vehicles that have reached the end of their useful lives, out of a current fleet comprising two armoured and five light vehicles, as well as the increased cost of petrol, oil and lubricants. The additional requirements are offset by decreases in the resources proposed for other non-post items. **The Advisory Committee recommends acceptance of the non-post resources proposed for the Office of the Special Coordinator, while encouraging more rigorous management in the maintenance of its vehicle fleet.**

D. Peacebuilding Support Office

II.24 The overall regular budget resources proposed for 2012-2013 for the Peacebuilding Support Office of $5,220,500, before recosting, reflect an increase of $677,800, or 14.9 per cent, over the resources approved for 2010-2011. The increase is the net result of additional requirements for posts ($839,300), offset by a reduction in non-post requirements ($161,500).

II.25 Table II.5 below summarizes the posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding posts for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table II.5
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	13	1 ASG, 1 D-2, 1 D-1, 3 P-5, 2 P-4, 1 P-3, 1 GS (PL), 3 GS (OL)
Proposed for 2012-2013	13	1 ASG, 1 D-2, 1 D-1, 3 P-5, 2 P-4, 1 P-3, 1 GS (PL), 3 GS (OL)
Redeployments	1	D-1 post from the Peacebuilding Commission Support Branch to the Policy Planning and Applications Branch
Extrabudgetary		
Proposed for 2012-2013	8	1 D-1, 2 P-5, 2 P-4, 1 P-3, 2 GS (OL)

Recommendations on posts

II.26 The post requirements of $4,329,700 proposed for 2012-2013 represent an increase of $839,300, or 24.0 per cent, over the resources approved for 2010-2011. The increase in the resources reflects the delayed impact of six new posts approved in 2010-2011 (2 P-5, 2 P-4, 1 P-3 and 1 General Service (Other level)). The number of regular budget posts is proposed to remain at the same level as for 2010-2011. The Advisory Committee recalls that the Financing for Peacebuilding Branch, which combines the programmatic and financial stewardship of the Peacebuilding Fund, as well as resource mobilization, tracking of funding and analysis of funding gaps, is staffed with eight extrabudgetary posts (see table II.5), which are charged to the Peacebuilding Fund.

II.27 The Advisory Committee notes from the supplementary information provided to it that the Office proposes to redeploy the post of Chief, Peacebuilding Commission Support Branch (D-1), to the Policy Planning and Applications Branch to replace a D-1 post previously seconded by UNDP. The redeployment is intended to provide the required level of leadership, commensurate with the responsibilities and high-quality outputs expected in the areas of knowledge management, policy planning and development, in close collaboration with relevant United Nations departments, agencies, funds and programmes, as well as non-United Nations partners. The functions of the Chief, Peacebuilding Commission Support Branch, will be performed by the Director and Deputy Head of the Office (D-2), in addition to the duties and responsibilities of that post. **The Advisory Committee has no objection to the proposed redeployment.**

II.28 The Advisory Committee recalls that a review of the functions and role of the Peacebuilding Support Office, including support for the Peacebuilding Commission, was undertaken in 2008 and that the structure of the Office was revised, taking into account lessons learned from the first years of operation (see A/64/7, paras. II.21-II.30). The Committee notes that the number of countries on the agenda of the Peacebuilding Commission has increased from two in 2006 to six in 2011: Burundi, Sierra Leone, Guinea-Bissau, Central African Republic, Liberia and Guinea, with the possibility of another one coming on board in the near future. The Peacebuilding Fund has evolved into a 50-donor trust fund operating in 20 countries, articulating its strategy, for the first time, in a business plan for the period 2011-2013, by which it aims to raise, allocate and disburse $100 million per year in support of peacebuilding efforts globally.

II.29 The Advisory Committee was informed that an increase in the number of countries on the Peacebuilding Commission agenda would have a substantial impact on the workload of the Office, as well as on its staffing needs and the travel requirements of representatives and staff to the countries on the agenda. The Peacebuilding Support Office has relied over the years on non-reimbursable secondments from the United Nations system and extrabudgetary resources to fund positions temporarily performing core functions in support of the work of the Commission. Upon enquiry, the Committee was informed that, as of July 2011, the Peacebuilding Support Office had five posts provided through non-reimbursable secondment by other United Nations system organizations and non-United Nations partners (2 P-5 from UNDP, 1 P-5 from WFP, 1 P-5 from the World Bank and 1 P-4 from UNHCR). The Committee has previously noted that some of those posts are subject to a quick turnover and has stressed the importance of making efforts to obtain the sustained commitment of those entities to provide assignments of seconded personnel of longer duration, in order to ensure stability of functions (A/64/7, para. II.28).

II.30 The Advisory Committee was informed that, in spite of efforts made to secure secondments from entities or contributions from donor countries to fund critical positions, it was becoming increasingly difficult in the current climate of austerity. **The Committee believes that it is beneficial for the regular budget staffing of offices whose mandates have a system-wide focus to be complemented by secondments from agencies, funds and programmes. It nevertheless recognizes that secondments and extrabudgetary resources can be unpredictable. The Committee is of the view, therefore, that relying exclusively on these types of resources to implement core regular budget programmes and activities is imprudent, since such resources cannot be guaranteed.** The Committee has commented further on the issue of secondments in chapter I above.

Recommendations on non-post resources

II.31 The non-post resources of $890,800 proposed for 2012-2013 reflect a decrease of $161,500 compared with the appropriation for 2010-2011 of $1,052,300. The decrease in the requirements is due mostly to reductions in the provision under other staff costs ($22,200), owing to tighter control on the use of overtime; the provision for consultants and experts ($54,200) reflecting the planned utilization of available in-house expertise; travel of representatives ($55,500), reflecting the frequency of travel and greater use of videoconferencing facilities where possible; and general operating expenses ($29,600), reflecting the expenditure pattern. **The**

Advisory Committee recommends approval of the non-post resources proposed for the Peacebuilding Support Office.

E. United Nations Register of Damage Caused by the Construction of the Wall in the Occupied Palestinian Territory

II.32 The United Nations Register of Damage Caused by the Construction of the Wall in the Occupied Palestinian Territory was established under the provisions of General Assembly resolution ES-10/17. In accordance with that resolution, the Office of the Register of Damage was set up at the United Nations Office at Vienna, as a subsidiary organ of the Assembly. The resources proposed for 2012-2013 amount to $5,346,700 before recosting. The decrease of $158,400, or 2.9 per cent, compared with the appropriation for 2010-2011 of $5,505,100, is the net result of additional resources for posts ($147,600) and reduced requirements for non-post items ($306,000).

II.33 Table II.6 below summarizes the posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding posts for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table II.6
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	18	1 D-2; 1 P-5; 5 P-4; 1 P-3; 1 P-2/1; 9 GS (OL)
Proposed for 2012-2013	19	1 D-2; 1 P-5; 5 P-4; 2 P-3; 1 P-2/1; 9 GS (OL)
New	1	1 P-3 Claims Officer
Extrabudgetary		
Proposed for 2012-2013	13	1 P-5; 12 LL

II.34 The requirements for posts ($4,673,800) provide for the continuation in 2012-2013 of 18 temporary posts shown in table II.6 above and the proposed establishment of one new temporary post for a Claims Officer (P-3) in the Claims Processing Unit (a related increase of $147,600 over the resources approved for 2010-2011).

II.35 The Advisory Committee notes from the supplementary information provided to it that, over the past two years, the gap between the number of claim forms collected and those reviewed and processed has grown. At the end of 2010, a total of 12,611 claims had been collected, while only 2,286 had been reviewed and processed. It is indicated that the proposed additional temporary Claims Officer post (P-3) would facilitate the processing of claims in accordance with the established eligibility criteria, keeping records of claims submitted and processed for preparing case summaries and maintaining the Register's database. **The Committee recommends acceptance of the proposed temporary P-3 post and expects that it will facilitate the timely processing of claims.**

II.36 The decrease of $306,000 in the non-post resources of $672,900 proposed for the biennium 2012-2013 relates to reductions under all objects of expenditure. The reduction under other staff costs ($15,200) reflects the Office's efforts to redistribute additional work among the existing staff resources. **The Committee commends the Office for its efforts in this regard. The Advisory Committee recommends acceptance of the Secretary-General's proposals regarding non-post resources for the Office of the Register of Damage.**

F. United Nations Office to the African Union

II.37 The Advisory Committee recalls that, pursuant to General Assembly resolution 63/310, a comprehensive review was undertaken in connection with the functional requirements for the peace and security partnership between the United Nations and the African Union, with a view to integrating the United Nations peace and security presence in Addis Ababa under a single United Nations office (see A/64/762). The Committee's conclusions and recommendations in this regard (see A/64/792) were endorsed in General Assembly resolution 64/288, which established the United Nations Office to the African Union effective 1 July 2010.

II.38 The Office integrated the former United Nations Liaison Office, the African Union Peacekeeping Support Team, the United Nations Planning Team for the African Union Mission in Somalia and the support elements of the Joint Support and Coordination Mechanism of the African Union-United Nations Hybrid Operation in Darfur. The Office is headed by a Special Representative of the Secretary-General at the Assistant Secretary-General level, who reports to the Under-Secretaries-General of the Departments of Peacekeeping Operations, Field Support and Political Affairs, but the Department of Political Affairs is primarily responsible for oversight of the Office.

II.39 In its report on the proposed budget for the Office, the Advisory Committee pointed out that much remained to be done to streamline the arrangements at Headquarters for backstopping support provided to, and coordination with, the African Union, in line with the restructuring; it also expressed its concern about the complex reporting lines of the Office (A/64/792, para. 16). In its report on the support account budget for the period from 1 July 2011 to 30 June 2012 (A/65/827, para. 86), the Committee also indicated that, according to the Secretary-General, given that the existing specific mandates and tasks requested by the Security Council and the General Assembly remain unchanged, the Office required the same level of support from the three departments and therefore reported separately to them on matters related to their respective mandates. The Committee was informed that the Office had effectively managed the three separate reporting lines without encountering problems and that a process of setting up an interdepartmental mechanism for regular consultation and information-sharing between the Office and the three departments was under way. **The Committee expects that, as it fully completes its integration, information on the coordination and consultation arrangements between the relevant Headquarters departments and the Office will be included in the context of the next budget submission.**

II.40 The Advisory Committee notes that regular budget resources for the Office had been presented in section 1, Overall policymaking, direction and coordination, of the programme budget for the biennium 2010-2011, since the United Nations

Liaison Office, which became part of the United Nations Office to the African Union, had also been placed under the same section since its establishment. Given the programmatic functions carried out by the Office, which relate to peace and security, they have been included as a separate component under section 3, Political affairs, of the proposed programme budget for 2012-2013.

II.41 The resources proposed for 2012-2013 of $1,910,700 before recosting reflect an increase of $340,000, or 21.6 per cent, over the amount of $1,570,700 appropriated for 2010-2011. The Advisory Committee recalls that the Office is also funded under the support account for peacekeeping operations ($15,267,600 for the biennium 2012-2013), which covers the cost of 57 posts, shown in table II.7 below, and their related operational costs.

II.42 Table II.7 below summarizes the posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding posts for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table II.7

Proposed staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	6	1 ASG, 1 D-2, 1 P-5, 1 P-4, 2 LL
Proposed for 2012-2013	6	1 ASG, 1 D-2, 1 P-5, 1 P-4, 2 LL
Extrabudgetary		
Proposed for 2012-2013	57	2 P-5, 20 P-4, 3 P-3, 11 FS, 20 LL, 1 UNV[a]

[a] Financed under "other assessed resources", reflecting the decision by the General Assembly in its resolution 65/290 with respect to the support account for peacekeeping operations.

II.43 The requirements for posts ($1,828,500) provide for the costs of the six continuing posts indicated in table II.7 above. The increase of $340,000 reflects the delayed impact of one post approved in 2010-2011. The non-post resources of $82,200 proposed are maintained at the level approved for 2010-2011.

II.44 The Advisory Committee had noted that the structure of the Office would consist of a substantive component, providing support to the African Union in three areas, political affairs, operational planning and administrative planning, and a support component (A/64/792, para. 5). The Committee also noted that the structure was intended to be flexible, with the possibility for scaling up or down as the situation evolved (see also A/66/6 (Sect. 3), para. 3.118). **The Committee reiterates its request that the support component of the Office, consisting of 32 posts out of 62, be kept under review and further assessed as the Office becomes fully staffed and operational, including arrangements for sourcing support services from ECA and sharing human resources to facilitate the support relationship (see A/64/792, para. 22 and A/65/827, para. 90).**

II.45 The Advisory Committee recommends acceptance of the Secretary-General's post and non-post resources proposed for the United Nations Office to the African Union.

Section 4
Disarmament

Proposal submitted by the Secretary-General	$22, 711,800[a]
Revised appropriation for 2010-2011	$22,134,800
Projected extrabudgetary resources	$16,643,000

A summary of the Secretary-General's proposals for regular budget posts is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e., before recosting).

II.46 The regular budget resources requested by the Secretary-General for section 4, before recosting, amount to $22,711,800, representing an increase of $577,000, or 2.6 per cent, compared with the biennium 2010-2011 (see A/66/6 (Sect. 4), para. 4.9). The increase is related to additional requirements for posts ($274,400) and non-post resources ($302,600).

II.47 In terms of the components of the programme, the increase is related mostly to the programme of work, in particular subprogramme 2, Weapons of mass destruction, resulting from increased requirements for ad hoc expert meetings in 2012-2013 on outer space transparency and confidence-building measures, as defined in General Assembly resolution 65/68 (see paras. II.51 and II.52 below); as well as to subprogramme 5, Regional disarmament, resulting from the delayed impact of four posts (2 P-3 and 2 Local level) approved in 2010-2011, the inclusion of the core operational requirements for the Regional Centre for Peace and Disarmament in Asia and the Pacific and the Regional Centre for Peace, Disarmament and Development in Latin America and the Caribbean, and additional security requirements for the three regional centres (see para. II.54 below).

II.48 The extrabudgetary funds for 2012-2013 are projected at $16,643,000, including $4,031,300 for the Trust Fund for UNIDIR, as compared with the estimate for the biennium 2010-2011 of $21,446,500. The decrease is related to funding provided in 2010-2011 for a specific activity under subprogramme 3, which is not expected to continue in 2012-2013 (A/66/6 (Sect. 4), para. 4.10).

II.49 Table II.8 summarizes the posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding posts for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table II.8
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	62	1 USG, 2 D-2, 3 D-1, 13 P-5, 9 P-4, 7 P-3, 4 P-2, 4 GS (PL), 15 GS (OL), 4 LL
Proposed for 2012-2013	62	1 USG, 2 D-2, 3 D-1, 13 P-5, 9 P-4, 7 P-3, 4 P-2, 4 GS (PL), 15 GS (OL), 4 LL
Extrabudgetary		
Proposed for 2012-2013	1	1 P-5

Recommendations on posts

II.50 The resources proposed for posts in the amount of $17,571,800 reflect an increase of $274,400, owing mostly to the delayed impact of four posts approved in 2010-2011 under subprogramme 5, Regional disarmament (2 P-3 and 2 Local level). As shown in table II.8 above, the staffing level remains unchanged. **The Advisory Committee recommends acceptance of the resources proposed for posts.**

Recommendations on non-post resources

II.51 The estimate of $5,140,000 for non-post resources for 2012-2013 reflects a net increase of $302,600 compared with the resources appropriated for 2010-2011. The requirements proposed for experts of $1,759,900 reflect an increase of $366,100 compared with the resources appropriated for 2010-2011. This is due to the inclusion of a provision under subprogramme 2, Weapons of mass destruction, for implementation of the terms of General Assembly resolution 65/68, in which the Secretary-General was requested to establish a group of governmental experts to conduct a study, commencing in 2012, on outer space transparency and confidence-building measures. The Committee notes that the Assembly, in paragraph 3 of the resolution, also requested the Secretary-General to provide the group of experts with any assistance and services, within existing resources, that may be required for the discharge of its tasks.

II.52 Upon enquiry, the Advisory Committee was informed that the related provision for experts of $366,100 included costs for the travel of 15 experts ($254,800), daily subsistence allowance ($93,500), terminal expenses ($5,700) and the services of one consultant ($12,100). The Committee notes that it is foreseen that one 10-day session will be held in 2012 in New York and two 10-day sessions will be held in 2013, one in New York and the other in Vienna.

II.53 The proposal for grants and contributions is maintained at the same level as for the biennium 2010-2011, at $1,911,400. The resources proposed include an amount of $1,873,300 under subprogramme 1, multilateral negotiations on arms limitation and disarmament, for the fellowship programme ($1,295,500), which provides for up to 25 fellows per year, pursuant to General Assembly resolution 37/100 G, and for the subvention for UNIDIR ($577,800); as well as an amount of $38,100 under subprogramme 5, Regional disarmament, for mandatory minimum operating security standards of the three regional centres.

II.54 The non-post resources proposed for subprogramme 5 in the amount of $989,300 also include an increase of $19,400 under other staff costs in order to ensure that the regional centres in Africa, Asia and the Pacific, and Latin America and the Caribbean are fully compliant with minimum operating security standards. In addition, the resources proposed for general operating expenses of $181,000 reflect an increase of $20,200, owing to the progressive response to General Assembly resolutions 62/216, 63/74 and 63/77, in which the Secretary-General was requested to make provisions for the inclusion of the operational costs related to the three regional centres in the regular budget. The Advisory Committee notes that the proposed resources provide for the operating costs of the regional centres in Africa ($79,800), in Latin America and the Caribbean ($53,900) and in Asia and the Pacific ($47,300). **The Committee recommends acceptance of the Secretary-General's proposal for non-post resources.**

General comments and recommendations

II.55 The Advisory Committee notes that a new office of the Office of Disarmament Affairs will open in Vienna, as part of new initiative to respond to the growing need to cooperate and ensure effective interaction with intergovernmental organizations (A/66/6 (Sect. 4), paras. 4.23-4.26). The Committee was informed that the office, which would be inaugurated in September 2011, would be fully funded from extrabudgetary resources and that its continuation was entirely dependent on the availability of the necessary contributions from interested donors. A special trust fund has been established to support the office, and extrabudgetary funds have been secured and are available to support one P-5 post, the incumbent of which would head the Office, as well as one locally recruited General Service post for an initial period of 12 months. Upon enquiry, the Committee was informed that the establishment of the office would not come at the expense of other activities funded from extrabudgetary resources that are carried out by the Office of Disarmament Affairs. **The Committee recognizes the importance of the office in Vienna in ensuring cooperation and interaction with intergovernmental organizations, as well as enhancing the ability of the Office of Disarmament Affairs to keep abreast of developments, in particular in the nuclear field, and expects that the Office will continue its fund-raising activities in this regard.**

Section 5
Peacekeeping operations

Proposal submitted by the Secretary-General	**$109,779,100[a]**
Revised appropriation for 2010-2011	**$112,903,800**
Projected extrabudgetary resources	**$536,891,900[b]**

A summary of the Secretary-General's proposals for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Revises the information included in table 5.5 of document A/66/6 (Sect. 5) to include other assessed resources in the amount of $319,178,400, reflecting the decision in General Assembly resolution 65/290 with regard to the support account for peacekeeping operations and extrabudgetary resources in the amount of $217,713,500.

II.56 The resources proposed for the biennium 2012-2013 of $109,779,100 before recosting represent a decrease of $3,124,700, or 2.8 per cent, compared with the appropriation for the biennium 2010-2011. The overall resources proposed for section 5 include the Department of Peacekeeping Operations ($10,644,500) and the Department of Field Support ($8,252,500), as well as two peacekeeping missions, the United Nations Truce Supervision Organization ($69,672,300) and the United Nations Military Observer Group in India and Pakistan ($21,209,800).

II.57 The overall decrease of $3,124,700 for section 5 reflects reductions in the provisions for the Department of Peacekeeping Operations ($2,616,000), the Department of Field Support ($53,300) and UNMOGIP ($1,208,600), offset by an increase in the provision for UNTSO ($753,200).

II.58 The resources proposed for the Department of Peacekeeping Operations and the Department of Field Support do not represent the full requirements, as the ability of both Departments to carry out their activities depend primarily on the provision of resources provided from the support account for peacekeeping operations (A/66/6 (Sect. 5), para. 5.14). In this connection, the Committee was informed that the regular budget resources represented approximately 2.7 per cent of the overall resources of the Department of Peacekeeping Operations and 4.6 per cent of the overall resources of the Department of Field Support. In view of the decision in General Assembly resolution 65/290 with regard to the support account for the period from 1 July 2011 to 30 June 2012, the amount of other assessed resources for section 5, indicated in table 5.5 of the budget fascicle, would need to be revised to $319,178,400 for the biennium 2012-2013. Similarly, the total number of posts funded by other assessed resources indicated in table 5.6 should be revised to 852.

II.59 The Advisory Committee recalls that in its report on strengthening the capacity to manage and sustain peacekeeping operations (see A/65/827), it referred to the issue of a staffing model for the support account, which has been the subject of several studies and reports on the evolution of the support account, including reports of the Board of Auditors and external consultants. **The Committee reiterates its view that staffing models or support account proposals should take into account the totality of resources available, including support account posts, regular budget posts and other types of staffing designations in United Nations entities involved in backstopping peacekeeping operations. Furthermore, given the interconnection of regular budget posts and support account posts involved in supporting peacekeeping operations, the Committee reiterates that there should be a determination of what constitutes a core or basic capacity necessary to effectively manage and backstop peacekeeping operations, which is directly linked to the regular budget, and what constitutes a scalable capacity that responds to changes in the level of peacekeeping activity, which is related to the nature of support account resources.**

A. Department of Peacekeeping Operations

II.60 The regular budget resource requirements proposed for the Department of Peacekeeping Operations of $10,644,500 represent a decrease of $2,616,000, or 19.7 per cent compared with the appropriation for 2010-2011, resulting from reductions in non-post requirements in the amount of $2,616,000, mainly under executive direction and management ($2,101,200).

II.61 The overall estimated extrabudgetary resources for 2012-2013 amount to $420,390,700, including support account resources of $187,409,600, reflecting the decision in General Assembly resolution 65/290. In addition, the extrabudgetary resources include a projected amount of $217,713,500 under the Voluntary Trust Fund for Assistance in Mine Action (including resources for 22 temporary posts), a projected amount of $7,969,500 under the Trust Fund in Support of the Department of Peacekeeping Operations and a provision for $734,800 (including resources for 3 temporary posts) under the special account for programme support costs of extrabudgetary substantive activities. Upon enquiry, the Advisory Committee was informed that the estimates for 2012-2013 for the Trust Fund in Support of the Department of Peacekeeping Operations were based on the pattern of expenditure for 2010-2011, which, as at 30 November 2010, had funded a total of 93 projects in the amount of $15,984,971. While the types of projects may be similar to those undertaken in 2010-2011, there is little knowledge of the projects that might be approved and financed by donors in 2012-2013.

II.62 Table II.9 below summarizes the posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding posts for the biennium 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table II.9
Staffing resources

	Posts	Level
Regular budget		
Approved for 2010-2011	28	1 USG, 3 ASG, 4 D-2, 4 D-1, 3 P-5, 1 P-4, 1 P-3, 2 P-2/1, 9 GS (OL)
Proposed 2012-2013	28	1 USG, 3 ASG, 4 D-2, 4 D-1, 3 P-5, 1 P-4, 1 P-3, 2 P-2/1, 9 GS (OL)
Extrabudgetary		
Proposed posts for 2012-2013[a]	453	5 D-2, 10 D-1, 45 P-5, 189 P-4, 95 P-3, 10 P-2/1, 2 GS (PL), 97 GS (OL)

[a] Including 428 posts funded from the support account for peacekeeping operations (4 D-2, 10 D-1, 42 P-5, 184 P-4, 88 P-3, 10 P-2/1, 2 GS (PL), 88 GS (OL), reflecting the decision in General Assembly resolution 65/290 with regard to the financing of the support account, and 22 posts funded under the Voluntary Trust Fund for Assistance in Mine Action (1 D-2, 3 P-5, 5 P-4, 6 P-3, 7 GS (OL) and 3 posts funded from the special account for programme support costs of extrabudgetary substantive activities (1 P-3, 2 GS (OL)).

Recommendations on posts

II.63 The staffing complement of the Department of Peacekeeping Operations for 2012-2013 includes the continuation of 28 regular budget posts (19 Professional and 9 General Service) as well as 453 extrabudgetary posts (354 Professional and 99 General Service), including 428 posts funded from the support account (338 Professional and 90 General Service), 22 posts funded from the Voluntary Trust Fund for Assistance in Mine Action (15 Professional and 7 General Service) and 3 posts funded from the special account in support of extrabudgetary substantive activities (1 Professional and 2 General Service). The resources for posts of $9,754,700 are proposed at the same level appropriated for 2010-2011, as the number of posts remains unchanged. **The Advisory Committee has no objection to the Secretary-General's proposals for posts.**

Recommendations on non-post resources

II.64 Non-post resources of $889,800 reflect a decrease of $2,616,000 compared with the resources appropriated for 2010-2011 of $3,505,800. The decrease reflects the reduction of the non-recurrent resources approved under unforeseen and extraordinary expenses relating to the initiatives of the Secretary-General with respect to the maintenance of peace and security, as reported in the first performance report (A/65/589, paras. 8 and 9) and included in the revised appropriation for 2010-2011. The related reduction, which amounts to $2,101,200, is reflected in the context of the non-post objects of expenditure under executive direction and management, including other staff costs, travel of staff, contractual services, general operating expenses and supplies and materials.

II.65 The resources proposed under programme support, in the amount of $1,071,600, reflect a decrease of $436,700, which is due mostly to a reduction in the requirements for other staff costs ($143,800) based on the provision of compensatory time to staff in lieu of payment of overtime, general operating expenses ($132,800) reflecting the reduction in the actual user charges for commercial communications, and furniture and equipment ($112,600) as a result of the postponement of office equipment replacement. **The Advisory Committee recommends acceptance of the Secretary-General's proposals for non-post resources.**

B. Department of Field Support

II.66 The resource requirements proposed for the Department of Field Support of $8,252,500 reflect a decrease of $53,300, or 0.6 per cent, compared with the resources approved for 2010-2011. The decrease is related entirely to a reduction in non-post resources. Other assessed resources for 2012-2013 are estimated at $131,768,800, following the adoption of General Assembly resolution 65/290.

II.67 Table II.10 below summarizes the posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding posts for the biennium 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table II.10
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	30	1 USG, 1 ASG, 1 D-2, 1 D-1, 3 P-5, 2 P-4, 4 P-3, 6 P-2/1, 11 GS (OL)
Proposed for 2012-2013	30	1 USG, 1 ASG, 1 D-2, 1 D-1, 3 P-5, 2 P-4, 4 P-3, 6 P-2/1, 11 GS (OL)
Extrabudgetary		
Proposed for 2012-2013[a]	424	3 D-2, 8 D-1, 37 P-5, 87 P-4, 113 P-3, 5 P-2/1, 21 GS (PL), 150 GS (OL)

[a] Relating to posts funded from other assessed resources reflecting General Assembly resolution 65/290 with respect to the support account for peacekeeping operations.

II.68 The staffing complement of the Department of Field Support for 2012-2013 includes the continuation of 30 regular budget posts (19 Professional and 11 General Service), as well as 424 extrabudgetary posts (253 Professional and 171 General Service) funded from support account resources. The regular budget provision for posts of $8,192,500, before recosting, reflects the same level of posts and related resources approved for 2010-2011.

II.69 The decrease in non-post resources of $53,300 is reflected mainly under travel of staff. The requirements are reduced by $46,100 compared with the resources approved for 2010-2011 of $101,100, in view of greater reliance on videoconferencing.

II.70 **The Advisory Committee recommends acceptance of the post and non-post resources proposed for the Department of Field Support.**

General comments and recommendations

Outreach activities

II.71 The Advisory Committee notes that one of the outputs listed for subprogramme 5, Field administrative support, includes outreach activities through participation in career and job fairs, targeted advertising on dedicated websites and professional publications, and recruitment missions to unrepresented and underrepresented countries (A/66/6 (Sect. 5), para. 5.57 (b)). The Committee sought additional information in this regard and was informed that attending job fairs raised the profile of the Organization as an employer of choice, promoted careers in the field and identified potential applicants for civilian rosters. At one such job fair in Germany, which attracted 200,000 visitors and 6,500 exhibitors from 65 countries, approximately 3,000 persons showed interest in a United Nations career. Of those, a total of 203 profiles, across 13 occupational groups, are now under consideration at Headquarters, and the candidates are being encouraged to apply.

II.72 In addition, the Advisory Committee was informed that, over the past three years, the Outreach Unit had built a database of more than 800 contacts, including dedicated websites, universities, agencies, funds and programmes, permanent missions, specialized institutions and training centres. These are organized by occupational, regional, women's and other groups and are used to generate interest in a specific occupation when a roster-based generic vacancy announcement is advertised or when very specialized functions are required by a particular field mission. Recently, in South Sudan, the database proved to be an effective mechanism in trying to attract candidates for a specialized function, where civilian rosters could not offer such capacity. **The Committee welcomes the outreach activities carried out by the Field Personnel Division and encourages the continuation and expansion of the work done in this regard.**

Investigative activities

II.73 According to the list of outputs expected to be delivered during the biennium 2012-2013, the Office of the Under-Secretary-General for Field Support expects to process reports on investigations substantiating approximately 700 allegations of misconduct received from OIOS and other investigative entities in peacekeeping operations to enable disciplinary action by relevant internal and external entities (A/66/6 (Sect. 5), para. 5.52 (c)).

II.74 The Advisory Committee was informed that, according to data collected, 993 allegations were substantiated through investigations in 2008 (195 classified as category I and 798 as category II); in 2009, the number of allegations was reduced to 890 (128 category I and 762 category II); and in 2010, 696 allegations were substantiated through investigations (91 category I and 605 category II). Those figures, however, do not reflect the outcome of ongoing investigations, explaining the decreasing number of substantiated allegations over the period. Using the latest data available indicating 1,188 allegations recorded for the period from 1 July 2010 to 30 June 2011 (306 category I and 882 category II) and taking into account historical trends on the percentage of allegations substantiated through investigations and referred for disciplinary action, it is assumed that approximately 314 allegations (148 category I and 166 category II) would be referred for disciplinary action in one year. In its report on cross-cutting issues related to peacekeeping operations, the Committee noted the generally positive trend in the reduction of the number of allegations involving peacekeeping personnel and commended the joint efforts of the Secretary-General and troop- and police-contributing countries that brought this about (A/65/743, para. 103). **Given the importance of the issue, the Committee emphasizes the need for sustained efforts in this regard.**

C. United Nations Truce Supervision Organization

II.75 The Advisory Committee recalls that UNTSO was established under the provisions of Security Council resolution 50 (1948) for the purpose of supervising the truce in Palestine. Since then, it has been entrusted with a variety of tasks, and its functions have been modified from time to time. The Committee also recalls that UNTSO military observers assigned to the Israel-Lebanon and Israel-Syrian Arab Republic sectors have been placed under the operational control of the Force Commanders of the United Nations Interim Force in Lebanon (UNIFIL) and the United Nations Disengagement Observer Force (UNDOF) to assist them in the fulfilment of their tasks, since the establishment of the two peacekeeping missions; this is without prejudice to the continued functioning of UNTSO in the two sectors should the mandates of the peacekeeping forces lapse (A/66/6 (Sect. 5), paras. 5.66 and 5.67).

II.76 The resources proposed by the Secretary-General for UNTSO for 2012-2013 amounting to $69,672,300 reflect an increase of $753,200, or 1.1 per cent, compared with the appropriation for 2010-2011. The increase is the net result of additional non-post requirements ($2,645,500), offset by a reduction in the resources for posts ($1,892,300).

II.77 Table II.11 below summarizes the posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding posts for 2012-2013.

Table II.11
Staffing resources

	Posts	*Level*
Approved for 2010-2012	266	1 ASG, 2 D-1, 1 P-5, 2 P-4, 2 P-3, 1 P-2, 146 LL, 111 FS
Proposed for 2012-2013	266	1 ASG, 2 D-1, 1 P-5, 2 P-4, 2 P-3, 1 P-2, 1 NO, 160 LL, 96 FS
New posts	2	2 LL
Reclassifications	13	13 FS to 12 LL and 1 NO
Abolitions	2	2 FS

Comments and recommendations on posts

II.78 The resources proposed for posts of $45,939,800 would provide for 266 posts (9 Professional and above, 96 Field Service, 160 Local level and 1 National Officer), as shown in table II.11 above. The decrease of $1,892,300, or 4.0 per cent, reflects the net effect of the proposed establishment of 2 new posts, the delayed impact of 8 posts approved in 2010-2011, the reclassification of 12 posts and the abolition of 2 posts. The staffing changes proposed for 2012-2013 are as follows:

(a) The abolition of 2 Field Service posts resulting from the consolidation of the support arrangements between UNTSO, UNIFIL and UNDOF for Observer Group Lebanon and Observer Group Golan;

(b) The establishment of 2 new Local level posts proposed for drivers, whose functions were until now provided by staff with valid permits who were paid overtime to perform the functions but were not designated as drivers, leading to extended working hours not conducive to healthy working conditions;

(c) The reclassification of 13 Field Service posts to 12 Local level and 1 National Officer post, identified in line with General Assembly resolution 64/269, which calls for greater use of national staff.

II.79 The Advisory Committee was informed that the abolition of 2 Field Service posts and the reclassification of 13 Field Service posts to the Local level described above are proposed to ensure that the provision of General Assembly resolution 65/248 on the absorption of the costs of the harmonization of conditions of service, is adhered to (see also chap. I above). **The Committee has no objection to the staffing changes indicated in paragraph II.78 above and recommends acceptance of the proposed post resources.**

II.80 The Advisory Committee recalls that, in the context of the budget for the biennium 2010-2011, proposals were made to integrate and consolidate UNTSO logistical support services with UNIFIL and UNDOF and that 37 posts were proposed to be eliminated (A/64/6 (Sect. 5)). The General Assembly did not approve the proposal. Upon enquiry, the Committee was informed that, as at 18 July 2011, 18 posts were vacant at UNTSO, of which two would be filled by the end of August; all vacant posts were under recruitment and were expected to be filled in September 2011. The Committee was further informed that a number of posts had been kept vacant in view of the proposal made for integration. As the proposal was not approved, however, the mission is now looking into further post nationalizations. **The Committee therefore expects that proposals in future budget submissions will include conversions into Local level posts.**

Recommendations on non-post resources

II.81 The provision for non-post resources for 2012-2013 amounts to $23,732,500. The net increase of $2,645,500 over the resources appropriated for the biennium 2010-2011 is due mostly to additional requirements under other staff costs ($1,594,500) owing to the increase in the rate of mission subsistence allowance for the 153 military observers ($1,499,800) and under furniture and equipment ($1,034,400), owing to the required replacement of vehicles and workshop equipment on the basis of age, mileage and condition of the fleet. **The Advisory Committee recommends acceptance of the Secretary-General's proposals for non-post resources for UNTSO.**

D. United Nations Military Observer Group in India and Pakistan

II.82 The amount proposed for UNMOGIP, before recosting, of $21,209,800, represents a decrease of $1,208,600, or 5.4 per cent, compared with the appropriation for 2010-2011. The decrease is attributable to reduced non-post requirements.

II.83 Table II.12 below summarizes the posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding posts for 2012-2013.

Table II.12
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	76	1 D-2, 1 P-5, 1 P-4, 49 LL, 24 FS
Proposed for 2012-2013	76	1 D-2, 1 P-5, 1 P-4, 50 LL, 23 FS

Recommendations on posts

II.84 The resources proposed for posts in the amount of $10,762,000 provide for the continuation of 76 posts shown in table II.12. The net increase of $10,300 over the resources approved for 2010-2011 reflects the delayed impact of two posts (1 P-4 and 1 Local level) established in 2010-2011 in the context of the revised security management framework approved in General Assembly resolution 65/259, as well as the reclassification of a Field Service post to the Local level, in accordance with the provision in General Assembly resolution 65/248 on the absorption of the costs of harmonization of conditions of services (see also chap. I above). **The Advisory Committee recommends acceptance of the Secretary-General's proposals for posts.**

Recommendations on non-post resources

II.85 The provision for non-post resources for 2012-2013 amounts to $10,447,800. The net decrease of $1,218,900 is due mainly to the discontinuation of non-recurrent resources approved for the biennium 2010-2011 in the context of the revised security management framework approved by the General Assembly in its resolution 65/259, which amounts to a reduction of $2,592,800 under improvement of premises and $647,900 under furniture and equipment. The decreases are mostly offset by additional requirements under other staff costs ($1,083,900) and general operating expenses ($1,018,700).

II.86 The resources for other staff costs of $4,362,200 include additional requirements in the amount of $1,083,900 that are related mostly to reimbursement to mission personnel for residential security measures and the increase in the hazardous duty station allowance.

II.87 The resources for general operating expenses of $3,126,600 provide for alteration of premises, maintenance services, utilities, communications, maintenance of furniture and equipment and transport equipment, as well as freight and related costs, general insurance and miscellaneous services. It is stated that the increase of $1,018,700 is related mainly to the refurbishment of the existing UNMOGIP headquarters complex in Islamabad, which consists of prefabricated structures requiring extension of their useful life beyond 2012.

II.88 The Advisory Committee recalls that the General Assembly, in its resolution 65/259, approved resources, including non-recurrent provisions, for the biennium 2010-2011, in the context of the revised security management framework relating to a strengthened and unified security management system for the United Nations.

Upon enquiry, the Committee was informed that, as at 30 June 2011, the funds had been utilized for the recruitment of staff for the two new approved posts (a P-4 Chief Security Officer and a Local level Security Information Assistant) and the acquisition of three armoured vehicles. In addition, it was informed that the procurement process for the acquisition of supplies and materials required to undertake security enhancement measures, including strengthening the exterior walls and roofs of prefabricated structures, as well as fortifying the external perimeter of the UNMOGIP Islamabad headquarters complex, was in an advanced stage, with completion planned in 2011.

II.89 The Advisory Committee was also informed that the United Nations resident coordinator-led task force was in discussions with the Government of Pakistan for the allocation of land for the construction of the "One United Nations Village" project on behalf of all the United Nations funds and programmes with a presence in Islamabad, including UNMOGIP. The project, which would provide a headquarters structure for all the United Nations entities in Islamabad, was expected to be jointly funded once the land had been allocated and the design agreed and approved by all entities concerned. The negotiations between the UNDP office in Pakistan and the Government of Pakistan were ongoing, but there was no confirmed timeline for the completion of the project.

II.90 The estimated requirements of $861,800 included for 2012-2013 are based on the need to refurbish the existing UNMOGIP headquarters until the acquisition of a more permanent structure is approved The major cost items include:

(a) $477,000 for the construction of workshop and warehousing facilities, including a fire-protection system, and the installation of air-conditioning and alarms to safeguard assets in accordance with Department of Field Support standards. The facilities are currently housed in sea containers that have already been written off;

(b) $212,000 for building works, including the removal and replacement of wooden floors and plywood ceilings and the replacement of internal electrical fittings;

(c) $118,000 for reinforcing the earthquake-resistant elements of the containers;

(d) $47,000 for the replacement of doors and windows;

(e) $7,800 for other miscellaneous services.

II.91 **The Advisory Committee recognizes the need to proceed with the refurbishment and maintenance of the existing headquarters structures pending the completion of the negotiations, the allocation of land and the construction of permanent office accommodation for the United Nations presence in Islamabad. The Committee would expect that every effort will be made to ensure that any investment in the refurbishment of the existing structure during the biennium 2012-2013 will not be lost once the project for a more permanent structure is completed. On this basis, the Committee recommends acceptance of the non-post resources proposed for UNMOGIP.**

Section 6
Peaceful uses of outer space

Proposal submitted by the Secretary-General	$8,071,400[a]
Revised appropriation for 2010-2011	$8,023,000
Projected extrabudgetary resources	$2,013,000

A summary of the Secretary-General's proposals for regular budget posts is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

II.92 The Advisory Committee notes that the regular budget resources requested by the Secretary-General for section 6, before recosting, amount to $8,071,400, representing an increase of $48,400, or 0.6 per cent, compared with the biennium 2010-2011.

II.93 Table II.13 below summarizes the posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding posts for the biennium 2012-2013.

Table II.13
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	24	1 D-2, 1 D-1, 2 P-5, 8 P-4, 4 P-3, 3 P-2/1, 5 GS (OL)
Proposed for 2012-2013	24	1 D-2, 1 D-1, 2 P-5, 8 P-4, 4 P-3, 3 P-2/1, 5 GS (OL)

II.94 The resources proposed for posts of $6,833,200 provide for the continuation of 24 posts for 2012-2013. The Advisory Committee notes that, in 2011, the Office of Outer Space Affairs undertook a review of its organizational structure and consolidated the Space Applications Section and the United Nations Platform for Space-based Information for Disaster Management and Emergency Response (UN-SPIDER) programme, in line with a recommendation of OIOS (A/66/6, (Sect. 6), para. 6.22).

II.95 As indicated to the Advisory Committee and reported in the budget fascicle, the consolidation, effective from June 2011, is intended to result in an integrated concerted approach to planning and organizing activities related to issues that transcend the two units, such as climate change, tele-health, search and rescue, and water. The Secretary-General also expects that it will streamline operations, eliminate duplicative processes and allow the programme to deliver its mandate in a more cost-effective and efficient manner. The Committee notes that the consolidation will allow the new section to be headed by an existing Chief at the

D-1 level, who will be responsible for developing and planning the objectives of the programme on space applications and UN-SPIDER, including its regional support offices and United Nations-affiliated regional centres for space science and technology education. In addition, the functions of an existing P-5 post will be revised to include coordination of the UN-SPIDER programme, and an existing P-4 post will be redeployed to the Office of the Director to assist in the management of the programme. **The Committee welcomes the consolidation undertaken and has no objection to the resources proposed for posts.**

Recommendations on non-post resources

II.96 The proposed non-post resources of $1,238,200 reflect an increase of $48,400 compared with the 2010-2011 appropriation. The increase is due mostly to additional requirements for furniture and equipment ($33,300), owing to the need to replace ageing information technology equipment, some of which, having been acquired in 2005, has outlived the standard replacement cycle of four years, and to upgrade previously acquired software packages. Resources proposed for general operating expenses also reflect an increase ($21,600), owing to the rise in the workstation service-level agreement rates for office staff computers and laptops. The increases are offset by a reduction in the requirements proposed for contractual services ($6,500), given the termination of the production of the publication *Highlights in Space*. **The Advisory Committee recommends acceptance of the non-post resources proposed for the biennium 2012-2013.**

General comments

II.97 The Advisory Committee notes that the level of extrabudgetary resources, which complement resources from the regular budget in financing various activities, such as technical advisory services, training, workshops, seminars, field projects, publications, the preparation and distribution of booklets, the organization of special events and the enhancement of the International Space Information Service, is anticipated to increase to $2,013,000 for 2012-2013 (from a level of $1,887,000 for 2010-2011). This is related mainly to commitments received from donors in support of the UN-SPIDER programme, the setting up of an office in China in 2011 and activities of the International Committee on Global Navigation Satellite Systems.

II.98 The Advisory Committee was informed that the outreach programme of the Office for Outer Space Affairs comprised a variety of activities, including training courses, expert meetings and workshops designed especially for building capacity on a regional basis, technical advisory missions conducted on a national basis and general public information events. Furthermore, the Office organizes its activities in different countries every year, ensuring that all regions are provided with the outreach programmes they need. In addition, the Office promotes the benefits of space science and technology through World Space Week celebrations and other special events. **The Committee welcomes the outreach activities carried out by the Office, which should lead to further strengthening of the capacity and use of space science and technology and their applications.**

II.99 The supplementary information provided to the Advisory Committee indicates that resources in the amount of $802,800 will provide for grants ($166,600) and individual fellowships ($636,200) under the regular budget. **The Committee notes with appreciation the efforts to sustain the programme.**

Part III
International justice and law

Section 7
International Court of Justice

Proposal submitted by the Secretary-General	$47,608,500[a]
Revised appropriation for 2010-2011	$46,605,800

A summary of the Secretary-General's proposals for regular budget posts is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

III.1 The regular budget resources requested by the Secretary-General for section 7, before recosting, amount to $47,608,500, representing an increase of $1,002,700, or 2.2 per cent, compared to the biennium 2010-2011. The increase is due to additional requirements for posts in the amount of $1,223,000 over the resources of $23,895,600 approved for 2010-2011, owing mostly to the delayed impact of nine posts approved in the 2010-2011 budget (1 P-3, 6 P-2, 2 General Service (Other level)) and four new posts proposed for 2012-2013 (1 P-3, 1 P-2, 2 General Service (Other level)). The non-post resources reflect a decrease of $220,300 compared to the appropriation for 2010-2011 of $22,710,200. In terms of the components, the increase is mostly related to additional requirements for the Registry ($997,600).

III.2 The Advisory Committee was informed that, at the time of its consideration of the proposed budget, there were 15 cases pending before the Court, of which three were being deliberated upon simultaneously. Furthermore, the number of cases on the Court's list had remained relatively stable for several years, at an average of 15 to 16 cases, while the number of cases finally decided was comparable to the number of new cases submitted to it. However, according to the Court, this is considered somewhat uninformative in terms of evaluating the Court's workload, as what really counts, in quantitative terms, is the varying balance between cases filed and cases decided and, in qualitative terms, the latter's procedural and substantive complexity. The Committee was also informed that the most notable recent development was the significant increase in the number of incidental proceedings brought before the Court, which require comparable work to that required for the preparation of a decision on the merits of a case. The statement presented by the Registrar, at the time of the Committee's hearings on the resources proposed, provided useful clarification. **The Committee is of the view that, in future, such information should be incorporated in the budget proposals for the Court.**

III.3 Table III.1 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for the biennium 2012-2013.

Table III.1
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	114	1 ASG, 1 D-2, 1 D-1, 4 P-5, 32 P-4/3, 19 P-2/1, 6 GS (PL), 50 GS (OL)
Proposed for 2012-2013	118	1 ASG, 1 D-2, 1 D-1, 4 P-5, 33 P-4/3, 20 P-2/1, 6 GS (PL), 52 GS (OL)
New	4	1 P-3, 1 P-2 and 2 GS (OL)
Conversions	10	2 P-4, 6 P-3 and 2 GS (OL) from temporary to established posts

Comments and recommendations on posts

New posts

III.4 The establishment of two posts for a Head of Security (P-3) and a Security Information Assistant (General Service (Other level)) is proposed (A/66/6 (Sect. 7), para. 7.15). The Advisory Committee was informed that the request was made on the basis of recommendations by the Department of Safety and Security, following a security risk assessment. The proposed new Head of Security (P-3) would supervise the Court's Security Unit, which comprises three existing security guards (General Service (Other level)), and would coordinate and manage the security operations of the Court, its members and staff, as well as ensure the protection of confidential information, evaluate risks on a case-by-case basis and propose appropriate solutions. The proposed Security Information Assistant would help develop and implement policies and procedures to address reliability and redundancy issues, provide support in connection with the Court's information technology systems and make appropriate recommendations. It was indicated to the Committee that no staff member is currently entrusted with this precise function. The Committee was further informed that the Court has, so far, relied heavily on the International Criminal Tribunal for the Former Yugoslavia to provide additional security support and personnel when holding proceedings on politically sensitive issues, including when Heads of State have visited. However, in the light of the downsizing of the International Tribunal, the Department of Safety and Security considers that the Court needs to develop its own in-house capacity in this area. **The Committee recommends acceptance of the two posts requested for a Head of Security (P-3) and a Security Information Assistant (General Service (Other level)).**

III.5 The establishment of an Associate Legal Officer (P-2) post in the Registry's Department of Legal Matters is requested, given the growth in the Department's workload (A/66/6 (Sect. 7), para. 7.16). As indicated in the proposed budget, the incumbent of the additional post would assist the existing staff of the Department in drafting correspondence, providing advice related to relations with the host country, employment and contractual matters, and in preparing minutes and drafting speeches or notes. The Advisory Committee recalls that, by its resolution 62/236 on the budget for the biennium 2008-2009, the General Assembly approved three Associate Legal Officer (P-2) posts; in its resolution 64/243 on the budget for the biennium 2010-2011, it decided to increase the pool of law clerks by six additional posts, bringing the total number of law clerks to 15 (14 P-2 and 1 P-3). **The**

Committee continues to hold the view that the pool of law clerks is the appropriate way to ensure effective legal support in response to changes in the overall workload of the Court (see A/62/7, para. III.5 and A/64/7, para. III.4). The Committee is of the opinion that the functions of the proposed Associate Legal Officer should be provided from within existing capacity and therefore recommends against approval of the additional P-2-level post.

III.6 A General Service (Other level) post for an Administrative and Editorial Assistant is requested for the Publications Division (A/66/6 (Sect. 7), para. 7.17), in view of the increasing workload of the Court and the need to address, in particular, the backlog of pleadings publications. **The Advisory Committee recommends acceptance of the post proposed on a temporary basis. The continued need for this post should be reviewed in the context of the proposed programme budget for 2014-2015, taking into account the progress made in clearing the backlog.**

Conversions

III.7 The conversion of 10 temporary posts to established posts, consisting of nine posts (2 P-4, 6 P-3, 1 General Service (Other level)) in the Department of Linguistic Matters and one post of Administrative Assistant (General Service (Other level)) in the Department of Information, is proposed (A/66/6 (Sect. 7), para. 7.18). The Advisory Committee was informed that the conversion of these posts, originally provided in 2000, is requested in view of the demonstrated continuing nature of the functions performed. The Committee notes that the conversions would not involve additional costs. **The Committee has no objection to the proposed conversion of the 10 temporary posts (2 P-4, 6 P-3, 2 General Service (Other level)) to established posts.**

General comments

III.8 The Advisory Committee requested clarification as to the Court's targets with regard to human resources, given the absence of indicators of achievement relating to gender in its results-based framework. The Committee was informed that given the limited size of the Registry in terms of posts, emphasis in selecting candidates is put on recruiting staff demonstrating the highest standards of efficiency, competence and integrity. Although there is no formal policy for defined targets, gender and geographical parameters are taken into account when reviewing candidates. The Committee was also informed that approximately 58 per cent of the Registry staff in the Professional and higher categories were female and that, of the 11 heads of unit in the Registry, five were female and six male. **The Committee commends the Court's performance in this regard.**

Recommendations on non-post resources

III.9 The non-post resources of $22,489,900 proposed for 2012-2013 reflect a decrease of $220,300 compared to the resources appropriated for 2010-2011. This is the net result of a decrease in the requirements for furniture and equipment ($833,900) due to the reduction of the one-time costs provided for in the 2010-2011 budget for the renovation of the Great Hall of Justice. The decrease also relates to other staff costs ($289,600), owing mostly to anticipated reduced costs for temporary assistance for meetings, in view of the use of external translators in place of costlier free-lance translators (for whom daily subsistence allowance and travel costs are required), as well as the use of internal staff for interpretation, whenever possible.

III.10 The Advisory Committee recalls that the renovation of the Great Hall of Justice was to be undertaken by the Carnegie Foundation, with the financial participation of the Government of the Netherlands, at a total cost of approximately $2 million. The replacement and upgrade of outdated technical equipment used by the judges, parties and interpreters would be the responsibility of the Organization. A provision of $880,000 was included for this purpose in the budget for the biennium 2010-2011 (see A/64/7, para. III.10). As to the status of the renovation project, the Committee was informed that the project had been initially delayed because of differences of opinion between the Court and the architects hired by the Carnegie Foundation. The Committee was also informed that, while the acquisition of the electronic equipment depends on the progress of the project as a whole, outstanding issues have now been settled. The renovation work is due to start in the fall of 2011 and planned to be finished in early 2012. **The Committee cautions against further delays in the renovation project, which could lead to cost escalation.**

III.11 The reductions in non-post requirements indicated in paragraph III.9 above are offset by additional resources proposed under contractual services, in the amount of $593,100 over the appropriation for 2010-2011 of $1,105,100. This is mostly due to additional resources requested for external printing, including an increase of $254,400 in order to clear the existing backlog in the Court's publications by the end of the biennium 2012-2013; as well as additional resources proposed for data-processing services, representing an increase of $245,900 primarily for a project to create network area storage for the purpose of consolidating servers and data by moving to a virtual environment. Information relating to current and planned publications of the Publications Division is included in the budget fascicle (see workload indicators in A/66/6 (Sect. 7), annex, table A.7.1). **The Advisory Committee requests that information be provided in the context of the proposed budget for 2014-2015 on the clearance of the backlog of the Publications Division (see also para. III.6 above).**

III.12 The requirements proposed for general operating expenses for the biennium 2012-2013 amount to $4,000,500, reflecting an increase of $146,700 over the resources approved for 2010-2011. The increase mostly relates to the rental of temporary storage space for the Court's publications ($83,600) due to the lack of available suitable space within the current premises, and the increased contractual cost of photocopiers ($58,500). The Advisory Committee was informed that the United Nations share of the general operating expenses for the facilities provided for the Court in the Peace Palace at The Hague was estimated at $3,317,900. The Committee recalls that the use of the Peace Palace is governed by a 1946 agreement between the United Nations and the Carnegie Foundation. The most recent supplementary agreement, which became effective on 1 July 2006, was approved by the General Assembly in its resolution 62/238 and was due to expire at the end of June 2011. The Committee was informed that negotiations were ongoing with the Carnegie Foundation, with the participation of the Procurement Division and the Office of Legal Affairs of the Secretariat. It is indicated that a report, including any revisions to the agreement reflecting the result of the negotiations, would be submitted to the General Assembly, in accordance with established procedures. **The**

Committee trusts that the negotiations will lead to the most favourable terms for the Organization.

III.13 The estimated requirements relating to the members of the Court amount to $13,535,800 for 2012-2013, covering honorariums and other entitlements of the judges, as well as pensions of former judges and surviving spouses. The increase of $99,200, as compared to the resources approved for 2010-2011, reflects increased pension costs associated with the retirement of two judges in 2010.

III.14 **The Advisory Committee recommends acceptance of the non-post resources proposed.**

Section 8
Legal affairs

Proposal submitted by the Secretary-General	$44,503,500[a]
Revised appropriation for 2010-2011	$45,396,500
Projected extrabudgetary resources	$15,382,600[b]

A summary of the Secretary-General's proposals for regular budget posts is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Includes other assessed resources in the amount of $6,968,400, amending the information included in table 8.5 of the Secretary-General's fascicle (A/66/6 (Sect. 8)) to reflect the decision taken by the General Assembly in its resolution 65/290 on the support account for peacekeeping operations, as well as extrabudgetary resources in the amount of $8,414,200.

III.15 The regular budget resources requested by the Secretary-General for section 8, before recosting, amount to $44,503,500, representing a decrease of $893,000, or 2.0 per cent, as compared to the resources approved for the 2010-2011 biennium. The decrease is mostly related to non-post requirements, reflecting a reduction in the amount of $1,019,200 as compared to the resources proposed for 2010-2011 of $7,035,300.

III.16 Table III.2 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for the biennium 2012-2013. The table also shows extrabudgetary posts proposed for the biennium 2012-2013.

Table III.2
Staffing resources

	Posts	Level
Regular budget		
Approved for 2010-2011	144	1 USG, 1 ASG, 4 D-2, 7 D-1, 18 P-5, 19 P-4, 21 P-3, 14 P-2/1, 11 GS (PL), 48 GS (OL)
Proposed for 2012-2013	144	1 USG, 1 ASG, 4 D-2, 7 D-1, 18 P-5, 19 P-4, 21 P-3, 14 P-2/1, 11 GS (PL), 48 GS (OL)
Redeployments	4	2 GS (PL) from the Treaty Section, one each to the Codification Division and to the Division for Ocean Affairs and the Law of the Sea 2 GS (OL) to the Treaty Section, one from the Codification Division and one from the Division for Ocean Affairs and the Law of the Sea
Extrabudgetary		
Proposed for 2012-2013	25	2 D-1, 6 P-5, 9 P-4/3, 2 P-2/1, 6 GS (OL)[a]

[a] Including 15 posts funded under other assessed resources, amending the information included in table 31.5 of A/66/6 (Sect. 31) to reflect the decision in General Assembly resolution 65/290 on the support account for peacekeeping operations, and 10 extrabudgetary posts.

Comments and recommendations on posts

III.17 The resources proposed for posts of $38,487,400 would cover the costs relating to the continuation of 144 regular budget posts shown in table III.2. The increase of $126,200, compared to the appropriation for 2010-2011, primarily relates to the delayed impact of one post (P-3) approved in 2010-2011. The resources also reflect adjustments resulting from the redeployment of four posts within the programme of work component, in line with the Office's efforts to rationalize and optimize staff distribution according to needs and priorities, as well as the anticipated expansion in substantive areas. Two General Service (Principal level) posts are proposed to be transferred from the Treaty Section under subprogramme 6, one each to the Codification Division under subprogramme 3, to help meet the substantive and increasing work demands in connection with the United Nations Programme of Assistance in the Teaching, Study, Dissemination and Wider Appreciation of International Law, and to the Division for Ocean Affairs and the Law of the Sea under subprogramme 4, to increase support and assistance to the Division, including in the conduct of research on assigned law of the sea issues, and for specialized documentation and legal publications and other specialized material. In exchange, two General Service (Other level) posts would be transferred, one each from subprogramme 3 and subprogramme 4, to subprogramme 6, Custody, registration and publication of treaties. It is stated that the realignment reflects greater reliance on the digital media and computerized work processes required to expedite the delivery of treaty-related information to Member States and its dissemination on the Internet. **The Advisory Committee has no objection to the proposed four redeployments.**

Recommendations on non-post resources

III.18 The non-post resources of $6,016,100 reflect a decrease of $1,019,200 or 14.5 per cent, which is distributed among all objects of expenditure, compared to the appropriation for 2010-2011 of $7,035,300.

III.19 Requirements for contractual services amount to $1,805,900, before recosting, reflecting a reduction of $433,500 compared to the 2010-2011 appropriation. This is due to decreases in the resources for data-processing services ($211,700) attributable to the transition from the development and design phase to the maintenance phase of two recent applications and systems in use in the Office of Legal Affairs; a change in the service-level agreement for office automation equipment from level B to C (a reduction of $142,600), on the basis of the number of service calls made over the past years and the internal capability of the Office to rely on its own capacity for first-level support; training requirements for staff in the Division for Ocean Affairs and the Law of the Sea ($40,000) relating to Geographic Information Systems, the costs of which are now shared with other departments; and reduced rates for supporting data-processing services and infrastructure, primarily with respect to back-up and storage costs ($39,200).

III.20 The resources of $700,900 proposed for travel of staff reflect a decrease of $372,200 compared to the resources appropriated for 2010-2011. This is mostly due to the proposed reduction in resources for travel of staff in relation to the United Nations Commission on International Trade Law (UNCITRAL) from $290,800 in 2010-2011 to $16,600 for 2012-2013, on the basis that UNICTRAL would hold its meetings in Vienna, instead of alternately in Vienna and New York; as well as reductions under all subprogrammes, with the exception of subprogramme 2, as a result of greater use of video-conferencing as an alternative to travel, whenever possible.

III.21 The Advisory Committee notes that the Commission, which concluded its forty-fourth session on 8 July 2011, considered the proposal to hold all its sessions in Vienna and decided to maintain the long-standing practice of holding sessions alternately in Vienna and New York, while reducing the time budgeted for meetings of UNCITRAL and its working groups from 15 to 14 weeks. This reduction would roughly achieve the savings indicated in paragraph III.20 above. **Since the decision of the Commission requires endorsement by the General Assembly, in accordance with established procedure, the Advisory Committee recommends that updated financial information on the anticipated savings be provided to the Assembly at the time of its consideration of the Secretary-General's proposed budget for 2012-2013.**

III.22 The Advisory Committee notes that the resources in the amount of $2,019,200 proposed for travel of representatives in relation to the work of the International Law Commission reflect an increase of $119,200. The resources would cover the travel and subsistence allowance of the Chairman ($50,000) and the 33 members of the Commission ($1,969,200). The Committee recalls that, as from the year 2000, as mandated by the General Assembly and unless decided otherwise by the Assembly, the Commission holds 10 to 11-week split annual sessions in Geneva.

III.23 The Advisory Committee was informed that while, in the past, it had been possible to absorb funding shortfalls through redeployment from other areas of the budget, there was no scope to alleviate any such shortfall in the future. Upon enquiry, the Committee was also informed that the estimates for travel and related costs for 10-week split sessions in Geneva amount to $2,337,400 per biennium. The calculation is based on historical attendance records of around 80 per cent and using the Geneva daily subsistence allowance rate, plus 40 per cent of $494, and an average airfare of $3,400. The Committee was further informed that, should the sessions not be split, the associated costs per biennium would amount to $1, 985,200. **The Committee encourages the Office of Legal Affairs to consult with the members of the International Law Commission to determine if there are alternative ways to rationalize costs and achieve possible savings.**

General comments and recommendations

Subprogramme 4, Law of the Sea and Ocean Affairs

III.24 At the time of the Advisory Committee's consideration of the Secretary-General's proposed programme budget for 2012-2013, the Committee learned that the Meeting of the States Parties to the United Nations Convention on the Law of the Sea had adopted a decision, at its twenty-first meeting, increasing the number of weeks of meetings of the Commission on the Limits of the Continental Shelf, in order to allow more effective consideration of submissions received (see SPLOS/229 of 16 June 2011, paras. 1 and 2). **The Committee expects that, should the General Assembly subsequently approve any increase in the work-weeks of the Commission, any related resources required will be dealt with by the Assembly at its sixty-sixth session, in accordance with established procedure.**

Publications

III.25 Information on recurrent and non-recurrent publications is provided in the presentation for each subprogramme. The Advisory Committee notes that most of the publications are issued in printed form. The Committee was informed that the Office was increasingly resorting to electronic form for the publication for some of its outputs. It was also discussing the possibility of generating revenue for online versions, hard copies and DVDs. The Committee has commented on the issue of publications in chapter I above. **The Advisory Committee welcomes the Office's initiative to look at means for generating revenue for its publications and encourages it to further adapt and tailor its publications to interested users, including through the use of electronic means, whenever possible.**

Cost-sharing arrangements for services provided by the Office of Legal Affairs in the area of the administration of justice

III.26 During its consideration of the Secretary-General's proposals under section 8, the Advisory Committee was informed that the arrangements for sharing the costs of services provided by the Office of Legal Affairs to the funds and programmes in the area of the administration of justice had yet to be finalized. As a result, the Office was diverting regular budget funds to meet costs arising from extrabudgetary activities. **The Advisory Committee expects that the Secretary-General will finalize a cost-sharing arrangement with the funds and programmes for the services provided by the Office of Legal Affairs on a headcount basis, as approved by the General Assembly in its resolution 62/228, and that he will report on the outcome to the Assembly at its sixty-sixth session.**

Part IV
International cooperation for development

Section 9
Economic and social affairs

Proposal submitted by the Secretary-General	$148,820,100[a]
Revised appropriation for 2010-2011	$152,535,500
Projected extrabudgetary resources	$150,878,100

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

IV.1 Regular budget resources requested by the Secretary-General for section 9 for the biennium 2012-2013 amount to $148,820,100 before recosting, representing a decrease of $3,715,400, or 2.4 per cent, compared to the biennium 2010-2011 (see A/66/6 (Sect. 9), table 9.5). Table IV.1 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table IV.1
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	505	1 USG, 2 ASG, 9 D-2, 31 D-1, 64 P-5, 89 P-4, 64 P-3, 43 P-2/1, 33 GS (PL), 169 GS (OL)
Proposed for 2012-2013	495	1 USG, 2 ASG, 9 D-2, 31 D-1, 63 P-5, 88 P-4, 65 P-3, 42 P-2/1, 33 GS (PL), 161 GS (OL)
New posts	2	2 P-3, Statistics Division
Abolitions	12	1 P-5, 1 P-4, 1 P-3, 1 P-2 and 8 GS (OL) under subprogrammes 1, 3, 4, 5, 7, 8 and 10
Redeployments	5	Three posts to executive direction and management (1 D-1 from subprogramme 5, 1 P-4 from subprogramme 8, and 1 GS (PL) from programme support)
		Two posts from executive direction and management (1 P-3 to subprogramme 8 and 1 GS (OL) to programme support)
Extrabudgetary		
Proposed for 2012-2013	26	2 P-5, 8 P-4/3, 2 P-2/1, 4 GS (PL), 10 GS (OL)

Comments and recommendations on posts

IV.2 The Advisory Committee was provided with clarification concerning the number of 505 regular budget posts approved for the biennium 2010-2011 (see A/66/6 (Sect. 9), table 9.2), whereas 545 regular budget posts were reflected for the same biennium in document A/64/6 (Sect. 9). The Committee was informed that, initially, the Secretary-General proposed 545 regular budget posts for the biennium 2010-2011 (see A/64/6 (Sect. 9), table 9.2). The General Assembly, in its resolution 64/244, approved the Secretary-General's proposal and, in paragraph 77 of resolution 64/243, the Assembly decided to establish two additional posts (1 P-5 and 1 P-4) under section 9 of the programme budget for the biennium 2010-2011 to provide programme support to the Development Account, making a total of 547 posts. Subsequently, under the terms of Assembly resolutions 64/289 and 65/259, 42 posts were transferred from section 9 to section 37, UN-Women, of the programme budget for the biennium 2010-2011. Thus, the proposed budget (A/66/6 (Sect. 9)) correctly indicates the number of 505 as the approved level of regular budget posts under section 9 of the programme budget for the biennium 2010-2011. The report of the Secretary-General on the revised proposal for the use of regular budget resources for the normative support functions of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) (A/65/531) provides details on the transfer of resources, including the 42 posts from section 9 of the programme budget for the biennium 2010-2011.

IV.3 The Advisory Committee was informed that, as of 30 April 2011, there were 27 vacant posts in the Department of Economic and Social Affairs (1 D-1, 2 P-5, 2 P-4, 6 P-3, 6 P-2/1, 1 General Service (Other level) and 9 General Service (Principal level)). The Committee notes that a significant number of these posts had remained vacant for a period of over six months by that date. **The Committee expects that the vacancies will be filled expeditiously.**

New posts

IV.4 The establishment of two new P-3 posts is proposed under subprogramme 5, Statistics, in connection with the functions previously provided under a contractual arrangement with the International Computing Centre. Upon enquiry, the Advisory Committee was informed that funding for the contractual arrangement with the Centre was made available through a biennial grant. The Committee was also informed that the need for Geneva-based technical support for mainframe servers was eventually eliminated when the Department of Economic and Social Affairs moved all of its mainframe applications to New York-based server operations. With this reduced level of service requirements, the only remaining support received from the Centre was on-site support provided by its two seconded P-3 staff. The Centre then decided that this arrangement was no longer practical and that it would terminate the arrangement for on-site support to the Department. In 2010, as an interim measure, funds were redeployed from grants and contributions to general temporary assistance to provide the required support. The redeployment allowed the Department to quickly recruit two short-term staff members at the P-3 level to ensure continuity of the required on-site technical support until the end of 2011. It was also indicated to the Committee that the staffing arrangement could no longer be appropriately funded under general temporary assistance and should be regularized, as the underlying requirement for the on-site technical support was long-term in nature and had been established since 1970.

IV.5 The Advisory Committee was provided, upon request, with a comparative analysis of the requirements associated with the contractual arrangements with the International Computing Centre for 2006-2007 and 2008-2009, estimates for 2010-2011, and the cost of two P-3 posts for 2012-2013 and 2014-2015, as follows:

Requirements	*2006-2007*	*2008-2009*	*2010-2011*	*2012-2013*	*2014-2015*
Payments to the International Computing Centre	$712 599	$798 648	$908 000[a]		
Cost of 2 P-3 posts				$312 400[b]	$564 800[c]

[a] Reflecting estimated requirement prior to the termination of the contract.

[b] New posts.

[c] Continuing posts.

IV.6 The Advisory Committee notes that the estimated cost of two new P-3 posts would be more than offset by a reduction under grants and contributions (see A/66/6 (Sect. 9), para. 9.14 (c) (iv)). **The Committee recommends approval of the Secretary-General's proposal to establish two new P-3 posts for the Statistics Division.**

Abolitions

IV.7 As indicated in para. 9.14 of the proposed budget, 12 posts are proposed for abolition, as the result of an effort to rationalize the post structure, as follows: 1 P-4 post under subprogramme 1, Economic and Social Council support and coordination; 2 General Service (Other level) posts under subprogramme 3, Social policy and development; 1 P-5 post under subprogramme 4, Sustainable development; 1 P-3, 1 P-2 and 1 General Service (Other level) posts under subprogramme 5, Statistics; 2 General Service (Other level) posts under subprogramme 7, Development policy and analysis; 2 General Service (Other level) posts under subprogramme 8, Public administration and development management; and 1 General Service (Other level) post under subprogramme 10, Financing for development. The Advisory Committee was informed, upon enquiry, that two of the 12 posts proposed for abolition correspond to subprogrammes where the establishment of posts at the same level was previously approved by the General Assembly in resolution 63/260 (1 P-4 post under subprogramme 1 and 1 P-3 post under subprogramme 5).

IV.8 The Advisory Committee recalls that, as indicated in paragraph 9.8 of the proposed budget, the General Assembly, in its resolution 63/260, approved 13 posts in response to requirements identified by the Department of Economic and Social Affairs as being critical to improving the effective and efficient delivery of the mandates of development-related activities. Five of the 13 posts have been transferred to the newly established entity for gender equality and the empowerment of women, UN-Women, and the remaining eight posts have been assigned to their respective offices and subprogrammes within the Department. Information on the distribution of the remaining eight posts between offices and subprogrammes is contained in paragraphs 9.9 and 9.10 of the proposed budget. **The Committee has no objection to the proposed abolitions.**

Redeployments

IV.9 The redeployment of five posts is proposed: the inward redeployment of three posts to executive direction and management (1 D-1 post from subprogramme 5, Statistics, 1 P-4 post from subprogramme 8, Public administration and development management, and 1 General Service (Principal level) post from programme support) and the outward redeployment of two posts from executive direction and management (1 P-3 post to subprogramme 8, Public administration and development management, and 1 General Service (Other level) post to programme support).

IV.10 As indicated in the proposed budget, the redeployment of three posts to executive direction and management is intended to strengthen the Strategic Planning Unit and to support the Department-wide programme management, monitoring and evaluation activities overseen centrally by the Office of the Under-Secretary-General (A/66/6 (Sect. 9), paras. 9.14 (b) and 9.43). The Advisory Committee notes that the Strategic Planning Unit aims to better and more effectively assist the Under-Secretary-General in specific strategic planning processes, targeting three areas: (i) pursuing substantive strategic priorities; (ii) enhancing interdivisional cooperation and enabling Department-wide strategic reviews and actions, particularly on cross-cutting issues; and (iii) engaging stakeholders, including Member States and key strategic partners in the Secretariat and United Nations system (ibid., para. 9.9). The Committee recalls that the General Assembly, in paragraph 24 of its resolution 57/300, welcomed the efforts of the Secretary-General to strengthen the management capacity of the Department of Economic and Social Affairs of the Secretariat, inter alia by establishing a policy planning unit. **The Committee has no objection to the proposed redeployments, including those for the Strategic Planning Unit.**

Recommendations on non-post resources

IV.11 The estimate of $14,651,000 for non-post resources for 2012-2013 reflects a net decrease of $1,895,600 as compared to the appropriation for 2010-2011. The net decrease reflects reductions under most objects of expenditure, including $242,800 under consultants, mainly as a consequence of the increased use of in-house expertise, where possible; $104,700 under experts, resulting mainly from concerted efforts to combine meetings or reduce the number of experts and the duration of meetings, whenever possible; $121,200 under travel of staff, mainly attributable to increased utilization of video conferencing, combining trips and/or reducing the duration of travel as much as possible; $460,800 under contractual services, primarily owing to increased utilization of electronic means of disseminating publications; $111,000 under furniture and equipment, reflecting reduced requirements for the replacement of furniture and office equipment resulting from extending the lifespan of furniture and equipment; and $781,600 under grants and contributions, mainly owing to the termination of the contract with the International Computing Centre. **The Advisory Committee recommends approval of the Secretary-General's proposal for non-post resources.**

General comments

Publications

IV.12 The proposed budget indicates that the reduction in the number of publications from 483 during the biennium 2010-2011 to 432 for the next biennium results from the increased utilization of electronic means, whenever possible for the issuance of non-recurrent publications (A/66/6 (Sect. 9), para. 9.12). Additionally, the Advisory Committee was informed that the Department is a member of a working group headed by the Department of Public Information and the Department for General Assembly and Conference Management, established in 2010 to examine the entire publishing process in the United Nations Secretariat and to find ways to make it more efficient by: (i) combining publications; (ii) conducting an analysis of the need for a publication; and (iii) increased use of website publishing, with a view to reducing printed publications. These measures will be implemented out as soon as the recommendations of the working group have been accepted. It was also explained to the Committee that while consideration is being given to printing on demand as a viable mechanism for controlling printing costs, and to printing in locations that are cost-effective and easily accessible by target audiences, the Department currently uses the Organization's procurement process to identify the most competitive vendors to print its publications. **The Committee welcomes the emphasis being placed by the Secretariat on exploring various options for reducing the cost of publications. The Committee stresses that best practices in the printing of publications should be shared across all duty stations of the Secretariat (see also chap. I above).** The Committee has commented further on the issue of publications in chapter I above.

Extrabudgetary resources

IV.13 The Advisory Committee notes that extrabudgetary resources for the biennium 2012-2013 are estimated at $150,878,100, as compared to $163,547,900 for 2010-2011, a decrease of approximately 7.7 per cent. The extrabudgetary resources will supplement regular budget resources to finance substantive and technical cooperation activities, including consultancies, expert groups, travel, technical advisory services, training, workshops, seminars and field projects. As indicated in paragraph 9.17 of the proposed budget, the decrease in extrabudgetary resources results from: (i) the conclusion of extrabudgetary-funded projects in the biennium 2010-2011; and (ii) lack of commitments on the part of donors to extend funding arrangements in the biennium 2012-2013, in view of the current global financial situation. The Committee notes that the number of extrabudgetary posts will decrease from 28, during the current biennium, to 26 for the biennium 2012-2013. **In view of the significant reduction in extrabudgetary resources for the biennium 2012-2013, the Committee cautions that funding for the extrabudgetary posts of the Department may not be assured. The Department should take measures to broaden its donor base, which may contribute to increasing extrabudgetary resources.**

Section 10
Least developed countries, landlocked developing countries and small island developing States

Proposal submitted by the Secretary-General	$6,665,500[a]
Revised appropriation for 2010-2011	$7,406,100
Projected extrabudgetary resources	$1,486,000

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

IV.14 Regular budget resources requested by the Secretary-General for section 10 for the biennium 2012-2013 amount to $6,665,500 before recosting, representing a decrease of $740,600, or 10.0 per cent, compared to the biennium 2010-2011 (see A/66/6 (Sect. 10), table 10.5). Table IV.2 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals for 2012-2013.

Table IV.2
Staffing resources

	Posts	*Level*
Approved for 2010-2011	18	1 USG, 1 D-2, 1 D-1, 3 P-5, 5 P-4, 2 P-3, 1 P-2, 4 GS (OL)
Proposed for 2012-2013	18	1 USG, 1 D-2, 1 D-1, 3 P-5, 5 P-4, 2 P-3, 1 P-2, 4 GS (OL)

IV.15 No additional posts are being requested for the biennium 2012-2013. **The Advisory Committee recommends approval of the proposed staffing table.**

IV.16 The General Assembly, in its resolution 63/260, provided the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States with three additional P-4 posts. The Advisory Committee was informed that all three additional P-4 posts had been filled and, as of 31 March 2011, there was only one P-3 post vacant. **The Committee trusts that the vacancy will be filled expeditiously.**

Comments and recommendations on non-post resources

IV.17 The estimate of $772,300 for non-post resources for 2012-2013, which reflects a net decrease of $740,600 compared with the appropriation for 2010-2011, is attributable to: (i) a reduction of $692,900 as a result of the discontinuation of a non-recurrent provision for general temporary assistance for the preparation of the Fourth United Nations Conference on the Least Developed Countries; (ii) a reduction of $45,700 under travel of staff, due to the discontinuation of a non-recurrent provision for travel of staff to service the regional preparatory meetings for the

Fourth United Nations Conference on the Least Developed Countries; (iii) a reduction of $4,800 under furniture and equipment, resulting from the discontinuation of a non-recurrent provision for furniture and equipment for the preparation of the Fourth United Nations Conference on the Least Developed Countries; and (iv) an increase of $2,800 under contractual services for Citrix licences for business continuity. **The Advisory Committee recommends acceptance of the Secretary-General's proposals for non-post resources.**

General comments

Publications

IV.18 It is estimated that the number of non-recurrent publications to be issued during the biennium 2012-2013 will increase from one for the current biennium to eight (see A/66/6 (Sect. 10), table 10.3). Upon enquiry, the Secretariat clarified that although one non-recurrent publication had been previously planned for the biennium 2010-2011, 10 non-recurrent publications are now envisaged to be issued in the context of the Fourth United Nations Conference on the Least Developed Countries. Thus, the number of proposed non-recurrent publications (8) to be issued for the biennium 2012-2013 reflects a decrease in non-recurrent publications, when compared to the number of non-recurrent publications (10) envisaged currently for the biennium 2010-2011. The Advisory Committee has commented further on the issue of publications in chapter I above.

Outcome of the Fourth United Nations Conference on the Least Developed Countries

IV.19 The Advisory Committee notes that the projected decrease in the estimated requirements for the next biennium under this budget section is mainly attributable to the discontinuation of the one-time provision for the preparation and completion of the Fourth United Nations Conference on the Least Developed Countries. The Committee was informed that the Conference, which was held in Istanbul in May 2011, adopted a comprehensive, ambitious and results-oriented 10-year Istanbul Programme of Action and the Istanbul Declaration that was mutually agreed upon by the least developed countries and development partners, including donor countries, developing countries, parliamentarians, the private sector, civil society and international financial and development institutions. The Committee was further informed that assessment is currently under way in order to determine the most effective means of addressing the outcome of the Conference; when the assessment is complete, the Secretary-General will submit a report on the outcome of the Conference and the related programme budget implication, if any, for consideration by the General Assembly. **The Committee trusts that the report of the Secretary-General will be submitted in a timely manner during the main part of the forthcoming sixty-sixth session of the General Assembly.**

Role of the Office of the High Representative

IV.20 The Advisory Committee notes that the Under-Secretary-General continues to be responsible for three functions: High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States (sect. 10); acting Special Adviser on Africa for United Nations support for the New Partnership for Africa's Development (NEPAD) (sect. 11); and representative to the

United Nations Conference on Trade and Development (UNCTAD) (sect. 12) at high-level meetings and functions taking place at United Nations Headquarters.

IV.21 As indicated in the proposed budget (A/66/6 (Sect. 10), para. 10.9), in 2008, the Secretary-General realigned, on an experimental basis, the Office of the Special Adviser on Africa and the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States.

IV.22 **The Advisory Committee reiterates its observations on section 10 of the proposed programme budget for the biennium 2010-2011 that the current arrangements, whereby the High Representative is given the responsibility of handling three separate functions, could adversely affect the work of the Office (see A/64/7, para. IV.27).** The related comments and observations on this matter are also contained in sections 11 and 12 below.

Section 11
United Nations support for the New Partnership for Africa's Development

Proposal submitted by the Secretary-General	$12,641,000[a]
Revised appropriation for 2010-2011	$12,641,000
Projected extrabudgetary resources	$1,460,000

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

IV.23 Regular budget resources requested by the Secretary-General for section 11 for the biennium 2012-2013 amount to $12,641,000, i.e. at the maintenance level of the revised appropriation for the biennium 2010-2011 (see A/66/6 (Sect. 11), table 11.6). Table IV.3 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals for 2012-2013.

Table IV.3
Staffing resources

	Posts	*Level*
Approved for 2010-2011	35	1 USG, 1 D-2, 2 D-1, 4 P-5, 7 P-4, 10 P-3, 1 GS (PL), 8 GS (OL), 1 LL
Proposed for 2012-2013	35	1 USG, 1 D-2, 2 D-1, 4 P-5, 7 P-4, 10 P-3, 1 GS (PL), 8 GS (OL), 1 LL

IV.24 No additional posts are being requested for the biennium 2012-2013. **The Advisory Committee recommends approval of the proposed staffing table.**

IV.25 As indicated in the proposed budget (A/66/6 (Sect. 11), para. 11.13), the Office of the Special Adviser on Africa has filled all the posts (2 P-3 and 1 P-4) provided to it under the terms of General Assembly resolution 63/260, on development-related activities. The Advisory Committee was informed, however, that there were five vacancies in this budget section as of May 2011, comprising 1 USG, 1 P-4 and 3 P-3 posts, which became vacant as follows: 1 USG post as of 1 May 2007, 1 P-4 post as of 22 June 2010, 1 P-3 post as of 7 March 2011, 1 P-3 post as of 1 April 2010, 1 P-3 post as of 1 July 2009. The Committee's comments and observations with regard to the vacant USG post are contained in paras. IV.29 and IV.30 below. **The Committee trusts that the remaining vacancies will be filled expeditiously.**

IV.26 The Advisory Committee notes that the second performance report of the Secretary-General on the programme budget for the biennium 2008-2009 (A/64/545) reflects a reduction in requirements under section 11 of the budget which is due, in part, to the vacant USG post. While the report of the Secretary-General did not include specific information on the vacancy, the Committee noted the vacancy in table 1 of its report (A/64/574). **Since the vacancy has not yet been filled, the Committee expects that detailed information on the vacancy will be included in the second performance report of the Secretary-General for the biennium 2010-2011.**

Recommendations on non-post resources

IV.27 No additional non-post resources are being requested for the biennium 2012-2013. **The Advisory Committee recommends approval of the proposed non-post resources.**

General comments

Monitoring mechanism

IV.28 The Secretary-General indicates in paragraph 11.13 of the proposed budget that, with the increased human resources (see para. IV.25 above), the Office has been better placed to monitor Africa's development needs and, in particular, progress in the achievement of the Millennium Development Goals, and the commitments made by both African countries and the donor community, in the context of the improved monitoring mechanism that was submitted to the General Assembly at its sixty-fifth session. The Advisory Committee was informed, in this connection, that Member States had requested the President of the General Assembly to continue informal consultations on the nature, scope, priorities and institutional arrangements for a monitoring mechanism that builds on existing mechanisms, as well as on the recommendations contained in the report of the Secretary-General, with a view to making the monitoring mechanism operational by the end of the sixty-sixth session of the General Assembly. The Committee was further informed that the President of the General Assembly was about to appoint a facilitator for the necessary intergovernmental negotiations who will seek to bring Member States to a consensus on the way forward with regard to the monitoring mechanism, possibly during the sixty-sixth session of the General Assembly. The Committee notes that the Policy Analysis and Monitoring Unit is currently responsible for assessing and monitoring progress in implementing NEPAD and the related support provided by the international community. **While the Committee looks forward to a successful completion of the intergovernmental negotiations on a monitoring mechanism, it is of the view that increased attention should be paid to further improving the effectiveness of the Policy Analysis and Monitoring Unit, which is currently headed by a D-1 staff member and has nine posts (1 D-1, 1 P-5, 2 P-4, 3 P-3 and 2 General Service (Other level)).**

Post of Special Adviser on Africa

IV.29 As indicated in paragraph 11.8 of the proposed budget, the Secretary-General initiated in 2008, on an experimental basis, the realignment of the Office of the Special Adviser on Africa and the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States. The Advisory Committee was informed that the Secretary-General intends to provide an assessment of the impact of the experiment for consideration by the General Assembly at its sixty-sixth session (see also A/66/6 (Sect. 11), para. 11.9). **The Committee looks forward to receiving the Secretary-General's assessment on this issue.**

IV.30 The Advisory Committee recalls that the General Assembly, in its resolution 62/236, inter alia called upon the Secretary-General to urgently fill the position of Under-Secretary-General and Special Adviser on Africa as a matter of priority. In its resolution 63/260, the Assembly, inter alia decided not to abolish the post of Special Adviser on Africa, a decision it reaffirmed in its resolution 64/243. **The Committee notes that, despite the above-mentioned decision of the General Assembly on this matter, the Secretary-General has not yet filled the post. In this regard, the Committee reiterates its observation on section 11 of the proposed programme budget for the biennium 2010-2011 that the post of Special Adviser on Africa must be filled expeditiously (A/64/7, para. IV.34).** Related comments and observations of the Committee on this issue are also contained in sections 10 and 12.

Section 12
Trade and development

Proposal submitted by the Secretary-General	$135,478,600[a]
Revised appropriation for 2010-2011	$136,629,800
Projected extrabudgetary resources	$75,830,000

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

IV.31 Regular budget resources requested by the Secretary-General for section 12 for the biennium 2012-2013 amount to $135,478,600 before recosting, representing a decrease of $1,151,200, or 0.8 per cent, compared to the biennium 2010-2011 (see A/66/6 (Sect. 12), table 12.5). Table IV.4 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table IV.4
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	400	1 USG, 1 ASG, 6 D-2, 20 D-1, 48 P-5, 61 P-4, 74 P-3, 32 P-2/1, 12 GS (PL), 145 GS (OL)
Proposed for 2012-2013	399	1 USG, 1 ASG, 6 D-2, 20 D-1, 48 P-5, 61 P-4, 74 P-3, 32 P-2/1, 12 GS (PL), 144 GS (OL)
Redeployments	16	14 posts (1 D-2, 3 P-4, 2 P-3, 2 P-2 and 6 GS (OL)) from programme support to executive direction and management
		1 P-3 from subprogramme 2 to subprogramme 4
		1 P-2 from subprogramme 4 to subprogramme 2
Abolitions	1	1 GS (OL) post under programme support
Extrabudgetary		
Proposed for 2012-2013	21	2 D-1, 1 P-5, 4 P-4/3, 4 P-2/1 and 10 GS (OL)

Comments and recommendations on posts

IV.32 The Advisory Committee notes that the redeployment of 14 posts (1 D-2, 3 P-4, 2 P-3, 2 P-2 and 6 GS (OL)) from programme support to executive direction and management is proposed in order to better align the functions of the Office of the Secretary-General of UNCTAD and thus enhance the substantive direction and coordination of the five subprogrammes of UNCTAD in the aftermath of the global economic crisis and its continuing impact on the world economy and on developing countries in particular (A/66/6 (Sect. 12), para. 12.19 (b)). In this context, it is proposed to redeploy the D-2 post of the Director, Division of Management to the Office of the Secretary-General of UNCTAD in the capacity of Coordinator on Research, Strategic Policy Planning and Capacity-Building, together with one General Service (Other level) post providing secretarial support. The Committee was informed that the redeployment of a D-2 post to executive direction and management is proposed to provide substantive leadership in management and coordination of the cross-cutting activities related to research. It was also indicated to the Committee that the management of programme support would not be adversely affected by the redeployment of a D-2 post and that key oversight responsibilities are now entrusted to the Deputy Secretary-General of UNCTAD. It is also proposed to redeploy 10 posts (2 P-4, 2 P-3, 1 P-2 and 5 General Service (Other level)) comprising the Communications, Information and Outreach Section, with the same functions as in programme support; and 1 P-4 and 1 P-2 post for the performance of evaluation and monitoring functions. In addition, 1 P-2 and 1 P-3 post would be redeployed between subprogrammes 2 and 4, to correct an earlier oversight whereby two posts authorized for redeployment during the biennium

2010-2011 were inadvertently inverted. **The Committee has no objection to the proposed redeployments.**

IV.33 The Secretary-General also proposes the abolition of one General Service (Other level) post under programme support. The Advisory Committee notes that the proposal is in line with its observation in respect of the continuing need for General Service posts in the Division of Management. The Committee noted that, out of the total 95 posts of the Division, 60 posts were in the General Service category (see A/64/7, para. IV.46). Upon enquiry, the Committee was informed that the functions of all General Service posts in the Division were examined during the preparation of the budget submission for the biennium 2012-2013 and, as a result, given that the functions of the concerned General Service post are of a secretarial nature, it is proposed for abolition. **The Committee has no objection to the proposed abolition of one General Service post.**

Comments and recommendations on non-post resources

IV.34 The estimate of $12,367,300 for non-post resources for 2012-2013 represents a net decrease of $914,700 as compared to the appropriation for 2010-2011. Most objects of expenditure reflect reductions in resource requirements, including: $229,800 under other staff costs (general temporary assistance), mainly due to increased reliance on existing capacity to undertake any additional workload; $218,800 under general operating expenses, mainly resulting from expected stable international telecommunications costs in conjunction with stable to lower volume, as well as reduced mail and pouch requirements due to wider use of electronic communications; $154,000 under furniture and equipment, mainly due to the efforts to adjust replacement plans; $102,800 under consultants, as a result of increased utilization of in-house expertise; $96,300 under supplies and materials, relating mainly to reduced requirements for printed material, as a result of increased use of electronic means; $67,800 under grants and contributions, mainly due to the reconfiguration of infrastructure services outsourced through the International Computing Centre and the United Nations Office at Geneva, and $33,600 under contractual services, resulting mainly from the increased use of web-based products and of paperless data processing applications, electronic templates and e-mail.

IV.35 **The Advisory Committee welcomes the efforts of UNCTAD to achieve efficiencies and recommends acceptance of the Secretary-General's proposals for non-post resources.**

General comments and recommendations

Monitoring and evaluation

IV.36 As indicated in the proposed budget (A/66/6 (Sect. 12), para. 12.17), the Secretary-General proposes the redeployment of the Evaluation and Monitoring Unit from programme support back to executive direction and management. This is intended to restore the focus of monitoring and evaluation on substantive programme delivery. The Advisory Committee was provided with additional information on the rationale for reverting to the previous structure, where monitoring and evaluation functions were implemented under executive direction and management. According to the information received, when the executive direction and management of UNCTAD was restructured in 2007, its programme planning and monitoring and evaluation functions were combined into the Evaluation and Planning Unit and redeployed to programme support in order to achieve better integration of the oversight, programmatic, budgetary and financial operational management of the UNCTAD secretariat.

IV.37 The Advisory Committee was also informed that the experience of the last two bienniums showed that while operational integration of programmatic and budgetary aspects, as well as administrative audits and oversight, was satisfactory, the evaluation and monitoring of substantive programme delivery had become a less important aspect of the activities of the Evaluation and Planning Unit. It was also indicated to the Committee that, at the same time, the evaluation of the substantive programme of work had gained prominence within the United Nations system and was also attracting increasing attention from Member States and other stakeholders. Consequently, the evaluation and monitoring functions are proposed for redeployment from programme support back to executive direction and management to form an Evaluation and Monitoring Unit aimed at ensuring a more effective and holistic performance of this essential programme delivery function at the institutional level.

IV.38 **The Advisory Committee supports the proposed change and trusts that the Evaluation and Monitoring Unit will further enhance the capacity of UNCTAD to deliver effectively on its mandates. The Committee looks forward to receiving information on the impact of the redeployment in the context of its review of the proposed programme budget for the biennium 2014-2015.** The Committee has commented further on the issue of monitoring and evaluation in chapter I above.

UNCTAD representation in New York

IV.39 As noted above under sections 10 and 11, the Secretary-General previously designated the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States to serve both as Special Representative of UNCTAD in New York, with the UNCTAD New York Liaison Office placed under the High Representative's leadership, and as a focal point at United Nations Headquarters for all economic and social issues relating to Africa (see A/62/708, para. 31). The High Representative also serves as acting Special Adviser on Africa. In this connection, the Advisory Committee notes that the UNCTAD New York Office consists of two Professional staff (1 P-5 and 1 P-3) and two General Service staff.

IV.40 The Advisory Committee was informed, upon enquiry, that the UNCTAD New York Office continues to assist the High Representative in the discharge of his functions as Special Representative to UNCTAD at United Nations Headquarters. It was also indicated to the Committee that there was no administrative relationship between UNCTAD and the Office of the High Representative and that resources were not shared between the two offices, with cooperation extending only to substantive areas and representational functions.

IV.41 **Notwithstanding the explanation provided, the Advisory Committee reiterates its observation that, while the mandated work programmes of budget sections 10, 11 and 12 are interlinked, the current arrangements could undermine the dedicated high-level attention necessary to ensure adequate advocacy and mobilization of international support to address the special needs of the groups of Member States served by those mandates (see A/64/7, para. IV.49). The Committee also reiterates its recommendation that the**

Secretary-General should review the current arrangement of having the High Representative serve also as Special Representative to UNCTAD at United Nations Headquarters (ibid.) (see also paras. IV.22 and IV.30 above). In the course of his review, the Secretary-General should propose for consideration by the General Assembly alternative measures for the exercise of representational functions to UNCTAD at United Nations Headquarters.

Extrabudgetary resources

IV.42 The projected extrabudgetary resources amounting to $75,830,000 represent a decrease of $852,100 in comparison with the biennium 2010-2011. As indicated in the proposed budget (see A/66/6 (Sect. 12), para. 12.20), the projected decrease reflects the fact that the extrabudgetary activities of UNCTAD are almost exclusively devoted to country-specific technical cooperation projects that are demand driven and subject to higher funding uncertainty, as well as being cyclical. **The Advisory Committee is of the view that UNCTAD should take measures to broaden its donor base, which may contribute to increasing extrabudgetary resources.**

Section 13
International Trade Centre

IV.43 The Advisory Committee recalls that the General Assembly, in section I of its resolution 59/276, endorsed revised arrangements for preparing the budget of the International Trade Centre (ITC) as set out in the report of the Secretary-General (A/59/405) and recommended by the Committee (A/59/543). Pursuant to that resolution, a proposal in the form of a simplified budget document, in United Nations format, is submitted to the General Assembly and the General Council of the World Trade Organization in the second quarter of the year preceding the forthcoming financial period, with a request that both bodies take note of the planned level of resources to be requested. A detailed budget is then submitted to the Assembly and the General Council in the fourth quarter of the same year.

IV.44 Accordingly, the Secretary-General has submitted a preliminary estimate to accommodate the programme of activities of ITC for the biennium 2012-2013 (see A/66/6 (Sect. 13)). The estimated requirements for ITC for 2012-2013 amount to SwF 76,141,200 (combined shares of the World Trade Organization (WTO) and the United Nations), with projected income of SwF 500,000 for the biennium. On that basis, the contribution from the World Trade Organization and the United Nations would amount to SwF 38,070,600 each for the biennium 2012-2013. It is indicated that the proposed contribution of each organization for the biennium 2012-2013, amounting to $32,790,400 before recosting, represents an increase of $997,100, or 3.14 per cent, over the 2010-2011 appropriation of $31,793,300 (at an exchange rate of SwF 1.085 to 1 United States dollar).

IV.45 The proposed overall requirements for section 13 for the biennium 2012-2013, amounting to SwF 76,141,200, would comprise:

(a) An amount of SwF 59,526,700 for 164 posts, including the continuation of 162 posts (91 Professional and 71 General Service) and the conversion of two positions (1 P-4 and 1 P-2) previously funded under general temporary assistance to established posts;

(b) An amount of SwF 909,600 for the delayed impact of eight Professional posts (1 D-1, 2 P-5, 3 P-4, 2 P-2) approved for the biennium 2010-2011 and an amount of SwF 172,200 for the delayed impact of two posts (1 P-4, 1 P-2) previously funded under general temporary assistance in the same biennium;

(c) An amount of SwF 16,032,700 for non-post requirements, reflecting a decrease of SwF 601,700 for the two positions funded under general temporary assistance proposed for conversion to established posts.

IV.46 The Advisory Committee was informed that the delivery of trade-related technical assistance had grown by 23 per cent since 2008, reaching $40 million in 2011, with a further increase to $44 million being the target for 2011. ITC has completed the process of change management undertaken to realign its organizational structure to meet delivery requirements; changes will be documented in the detailed budget estimates (A/66/6 (Sect. 13), para. 13.6; see also A/64/7/Add.10, para. 5). In this connection, the Committee was further informed that ITC is committed to ensuring that all future projects have clear goals and rationale, approved workplans and budgets, and methods of measuring success, and that monitoring reports will be submitted regularly to senior management.

IV.47 The Advisory Committee also notes that the Joint Advisory Group, which is the main intergovernmental policymaking organ of the Centre, endorsed the ITC strategic plan (2010-2012) and the strategic framework for the period 2012-2013, at its forty-third annual meeting, in December 2009, and that the proposed level of resources for 2012-2013 has been formulated on the basis of the strategic framework approved by the General Assembly (A/66/6 (Sect. 13), para. 13.6). The Joint Advisory Group also reviews the programme of work of ITC annually. In this connection, the Committee was informed that, at its most recent meeting, in December 2010, the Joint Advisory Group expressed its support for the proposal to convert the two positions provided under general temporary assistance funding to posts.

IV.48 As indicated in the initial resource estimates (A/66/6 (Sect. 13), paras. 13.10 and 13.11), a detailed proposal for ITC for the biennium 2012-2013 will be submitted to the General Assembly and to the General Council of WTO in the fourth quarter of 2011. This will include information on the budgetary implications for ITC related to the implementation of IPSAS and the enterprise resource planning system (Umoja) and take into account any further adjustments deemed necessary to reflect the latest exchange rates to ensure consistency with the administrative arrangements for ITC, as approved by the General Assembly in its resolution 59/276. Upon enquiry, the Advisory Committee was informed that the preparation for implementation of IPSAS and Umoja was proceeding in coordination with the United Nations. With regard to IPSAS, ITC is progressing with the training of staff and the cleaning up of property and inventory records; discussions are also currently ongoing with the United Nations Secretariat as to the need to accommodate the use of the Swiss franc as the ITC budget currency in the design of Umoja, and the resulting costs associated with its implementation. Any additional or incremental associated costs will therefore be included in the detailed proposal.

IV.49 The Advisory Committee recalls that the ITC budget is approved in Swiss francs and that expenditure is recorded in the same currency. Currency fluctuations can affect cash flow since the United Nations share is budgeted in United States dollars and is subject to adjustment in performance reports. The Committee was informed that WTO has informally indicated that it is prepared to advance its share of the ITC budget in the event of cash flow problems and that the issue is highlighted in the simplified fascicle, given the recent fluctuations in the United States dollar exchange rates.

IV.50 Without prejudice to its consideration of the detailed proposed programme budget for ITC for the biennium 2012-2013, the Advisory Committee recommends that the General Assembly take note of the resources proposed in the preliminary budget estimate, including the request for conversion of the two positions (1 P-4, 1 P-2) currently funded under general temporary assistance to established posts.

Section 14
Environment

Proposal submitted by the Secretary-General	$14,124,400[a]
Revised appropriation for 2010-2011	$14,211,300
Projected extrabudgetary resources	$475,609,300

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

IV.51 Regular budget resources requested by the Secretary-General for section 14 for the biennium 2012-2013 amount to $14,124,400 before recosting, representing a decrease of $86,900, or 0.6 per cent, compared to the biennium 2010-2011 (see A/66/6 (Sect. 14), table 14.5). Table IV.5 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table IV.5
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	48	1 USG, 3 D-2, 1 D-1, 8 P-5, 11 P-4, 5 P-3, 2 P-2, 1 GS (PL), 5 GS (OL), 11 LL
Proposed for 2012-2013	48	1 USG, 3 D-2, 1 D-1, 8 P-5, 11 P-4, 5 P-3, 2 P-2, 1 GS (PL), 5 GS (OL), 11 LL
Redeployments	4	2 P-5, 1 P-4 and 1 LL from "Executive direction and management" to the new component "Programme support"
Extrabudgetary		
Proposed for 2012-2013	545	1 ASG, 5 D-2, 34 D-1, 62 P-5, 170 P-4/3, 24 P-2/1, 249 LL

Comments and recommendations on posts

IV.52 The Secretary-General proposes the transfer of the Quality Assurance Section from executive direction and management to programme support, which entails the redeployment of four posts (2 P-5, 1 P-4 and 1 Local level) to programme support (see also paras. IV.61 to IV.63 below). **The Committee recommends approval of the proposed redeployments.**

Recommendations on non-post resources

IV.53 The proposed estimate of $957,100 for non-post resources for 2012-2013 reflects a net decrease of $232,700 as compared to the appropriation for 2010-2011. The decrease is attributable to reduced requirements for consultants ($54,200), travel of staff ($40,000), contractual services ($6,500), general operating expenses ($66,100), hospitality ($15,600), supplies and materials ($10,000), as well as furniture and equipment ($40,300). **The Advisory Committee recommends acceptance of the Secretary-General's proposals for non-post resources.**

General comments

Extrabudgetary resources

IV.54 The Advisory Committee notes that extrabudgetary resources for the biennium 2012-2013 are estimated at $461,242,500, as compared to $433,725,200 for 2010-2011, an increase of approximately 6.3 per cent. The projected extrabudgetary resources represent approximately 97 per cent of the overall estimated resource requirements of UNEP for the biennium 2012-2013. As indicated in paragraph 14.30 of the proposed programme budget (A/66/6 (Sect. 14)), the projected resource requirements for 2012-2013 are based on: (a) the confidence expressed by Member States in the UNEP programme of work, and hence the expectation of an increase in the contribution to the Environment Fund; (b) the projected increase in trust funds directly supporting the UNEP programme of work; and (c) the increase in earmarked contributions as a result of the expected normal growth in that area of support.

IV.55 **The Advisory Committee emphasizes the importance of voluntary contributions for the implementation of programmes of activity of UNEP and welcomes the intention of the management of the Programme to increase its efforts to generate extrabudgetary resources.**

IV.56 A total of 545 extrabudgetary posts represents an overall decrease of 57 posts (29 Professional and 28 Local level posts) compared with the biennium 2010-2011. The Advisory Committee notes the reduction in extrabudgetary posts, which reflects, inter alia, the Committee's observation and comments included in its report on the proposed biennial programme and support budget for UNEP for the biennium 2010-2011 (UNEP/GC.25/12/Add.1).

Matrix management approach

IV.57 As indicated in paragraph 14.22 of the proposed budget, in response to lessons learned during previous bienniums, UNEP introduced, during the biennium 2010-2011, a matrix management approach to the implementation of its programme of work and budget for the biennium 2010-2011. The Advisory Committee notes from paragraph 14.23 of the budget proposal that OIOS found in its 2010 audit of governance that, while the UNEP matrix approach to programme management had generally been welcomed, including by Member States, there was a real need for clarity as regards the "assigning of authority, responsibility and accountability of the various divisions and staff members involved in the implementation of subprogrammes". The findings also included the observation that reporting lines in the new matrix approach were complex and staff members had yet to learn how to implement a single programme cutting across the six divisions.

IV.58 The Secretary-General indicates in paragraphs 14.23 and 14.24 of the proposed budget that, in order to ensure management accountability for the delivery of its six cross-cutting subprogrammes, UNEP has adopted a new and simplified Programme Accountability Framework which describes the responsibilities of divisions with respect to the results required under the programmes of work for the bienniums 2010-2011 and 2012-2013 (expected accomplishments, indicators of achievement and outputs). Furthermore, consultation and coordination mechanisms were also established through a Programme Advisory Group and a Project Review Committee. UNEP has also appointed coordinators for each subprogramme, who are responsible for ensuring coherence, coordination, programme performance monitoring and reporting at the subprogramme level.

IV.59 The Advisory Committee notes that the organizational structure of the Programme includes the UNEP Evaluation Office, which reports directly to the Executive Director in order to ensure objective evaluation of the relevance, efficiency, effectiveness and impact of the activities of UNEP in relation to its approved programme of work. Paragraph 14.44 of the proposed budget describes the main functions of the Office, which include evaluating the extent to which the implementation by UNEP of its programme of work has achieved the planned results. The Office also coordinates UNEP activities related to the Joint Inspection Unit. On the basis of the evaluation findings, the Evaluation Office provides policy advice for improved programme planning and implementation. The findings are communicated through the Executive Director to the Committee of Permanent Representatives and the Governing Council, in accordance with the UNEP evaluation policy.

IV.60 **The Advisory Committee trusts that careful attention will be given to the OIOS recommendations and that information on the action taken will be provided in the next budget submission.**

Programme support

IV.61 A new component, "programme support", is proposed for the biennium 2012-2013 for the Office for Operations established during the current biennium. The Quality Assurance Section, comprising four regular budget posts (2 P-5, 1 P-4 and 1 LL posts), the Corporate Services Section and the Resource Mobilization Section, previously included under executive direction and management, are now included under programme support, to be managed, integrated and coordinated by the Office for Operations.

IV.62 The Advisory Committee was informed that the main functions of the three sections of the Office for Operations are as follows: (i) the Quality Assurance Section is directly responsible for driving and supporting UNEP results-based management reforms and other corporate change-management processes. The section oversees the performance of UNEP strategic planning, programme and project review and approval processes, programme analysis, performance monitoring and reporting and management policy development; (ii) the Corporate Services Section is responsible for the strategic management of the Programme's budgetary, financial and personnel resources and general administration, including the management of the staffing table and the project portfolio. The section is also responsible for monitoring, management and reporting on the status of contributions and budget performance; and (iii) the Resource Mobilization Section is responsible for facilitating, supporting and coordinating the resource mobilization efforts undertaken by UNEP programme managers, with the aim of securing adequate and predictable funding for the six UNEP subprogrammes, in particular through the Environment Fund and trust funds and earmarked contributions.

IV.63 **The Advisory Committee trusts that the establishment of the Office for Operations will further enhance the capacity of the Programme to deliver effectively on its mandates.** The Committee looks forward to reviewing the effectiveness of the new component in the context of its review of the proposed programme budget for the biennium 2014-2015.

Section 15
Human settlements

Proposal submitted by the Secretary-General	$20,201,000[a]
Revised appropriation for 2010-2011	$20,564,700
Projected extrabudgetary resources	$370,776,500

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

IV.64 Regular budget resources requested by the Secretary-General for section 15 for the biennium 2012-2013 amount to $20,201,000 before recosting, representing a decrease of $363,700, or 1.8 per cent, compared to the biennium 2010-2011 (see A/66/6 (Sect. 15), table 15.5). Table IV.6 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table IV.6
Staffing resources

	Posts	Level
Regular budget		
Approved for 2010-2011	75	1 USG, 1 D-2, 4 D-1, 9 P-5, 16 P-4, 14 P-3, 5 P-2/1, 2 GS (OL), 23 LL
Proposed for 2012-2013	75	1 USG, 1 D-2, 4 D-1, 9 P-5, 16 P-4, 14 P-3, 5 P-2/1, 2 GS (OL), 23 LL
Redeployments	8	Inward redeployments:
		3 LL posts to executive direction and management
		5 posts (2 P-4, 1 P-3 and 2 LL) to programme support
		Outward redeployments:
		2 posts (1 P-4 and 1 LL) from subprogramme 1, Shelter and sustainable human settlements development
		6 posts (1 P-4, 1 P-2 and 4 LL) from subprogramme 2, Monitoring the Habitat Agenda
Extrabudgetary		
Proposed for 2012-2013	206	1 ASG, 4 D-2, 11 D-1, 32 P-5, 67 P-4/3, 11 P-2/1, 5 GS (OL), 75 LL

Recommendations on posts

Redeployments

IV.65 The proposed redeployments are the following: under executive direction and management, inward redeployment of three posts at the Local level (Press and Media Liaison Assistant, Publications Assistant, and Representation and Protocol Assistant) from subprogramme 2, Monitoring the Habitat Agenda; under subprogramme 1, Shelter and sustainable human settlements development, outward redeployment of two posts to programme support (1 P-4 Programme Planning and Coordination Officer and 1 Local level Programme Assistant); under subprogramme 2, Monitoring the Habitat Agenda, outward redeployment of three posts to programme support (1 P-4 Finance Management Officer, 1 P-3 Programme Management Officer and 1 Local level Administrative Assistant) and three Local level posts to the Office of External Relations under executive direction and management (Press and Media Liaison Assistant, Publications Assistant, and Representation and Protocol Assistant); and, under programme support, inward redeployment of two posts (1 P-4 and 1 LL post) from subprogramme 1, Shelter and sustainable human settlements development, and three posts (1 P-4, 1 P-3 and 1 LL posts) from subprogramme 2, Monitoring the Habitat Agenda.

IV.66 As indicated in paragraph 15.15 (b) (i) and (ii) of the proposed budget, the outward redeployment of two posts to programme support and three posts to the Office of External Relations under executive direction and management is proposed, in line with the Advisory Committee's recommendations (see A/60/7). The Committee points out, however, that its recommendation in paragraph IV.51 of document A/60/7 deals specifically with monitoring and evaluation functions within UN-Habitat. It is not clear from the budget document whether the redeployment of posts to the Office of External Relations and to programme support will support those functions. Upon enquiry, the Committee was informed that the alignment of posts supports the functions of the Programme Support Division to ensure that activities related to monitoring and evaluation are centrally managed, and that the redeployment of three Local level posts to the Office of External Relations is reflective of the continuous efforts of UN-Habitat to realign its structure with the work programme. **The Committee trusts that the proposed redeployment of these five posts will contribute to further strengthening of the monitoring and evaluation functions at UN-Habitat. The Committee has no objection to the proposed redeployments.** The Committee has commented further on the issue of monitoring and evaluation in chapter I above.

Recommendations on non-post resources

IV.67 The proposed estimate of $1,923,900 for non-post resources for 2012-2013 reflects a net decrease of $483,900 as compared to the appropriation for 2010-2011. The net decrease reflects the combined effect of a reduction of $143,300 under consultants, mainly resulting from improved staff competences from in-house retraining measures as well as a diversification in skill sets as part of the human resource planning strategy; an increase of $25,700 under experts, mainly due to requirements for expert group meetings under subprogramme 3, Regional and technical cooperation, and subprogramme 4, Human settlements financing; a reduction of $92,600 under travel of staff, mainly due to the use of videoconferencing and business process improvements linked to travel, including advance travel planning, as well as the pursuit of more competitive service providers/partnerships; a reduction of $118,900 under contractual services, mainly resulting from the use of in-house editing and design resources, greater use of digital and information technology, including decentralizing the production of publications to enable more publications to be translated into other United Nations languages; a reduction of $104,400 under supplies and materials, due to the automation of various business improvements; and a reduction of $37,300 under furniture and equipment, resulting from delayed replacement of information technology equipment.

IV.68 Paragraph 15.18 of the proposed budget deals with the initiatives of the UN-Habitat management to gain or improve efficiency. The Advisory Committee was informed, upon enquiry, that in preparing the proposed programme budget for the biennium 2012-2013, the impact of the efficiency gains was taken into consideration, which results in a substantial decrease in resources for consultants, supplies and materials, contractual services and travel. **The Committee commends the efforts of the UN-Habitat management to achieve efficiencies.**

IV.69 The Advisory Committee recommends acceptance of the Secretary-General's proposals for **non-post resources.**

General comments

Extrabudgetary resources

IV.70 The Advisory Committee notes that extrabudgetary resources for the biennium 2012-2013 are estimated at $370,776,500, as compared to $334,502,100 for 2010-2011, an increase of approximately 10.8 per cent. The projected extrabudgetary resources represent approximately 95 per cent of the overall estimated resource requirements of UN-Habitat for the biennium 2012-2013. The estimated increase of $36.3 million over the current biennium is attributable mainly to project execution of specific technical country-level activities and to specific activities that are part of the work programme and the mandate of UN-Habitat. The existing arrangements for intergovernmental review and management of those extrabudgetary funds provide for the UN-Habitat Governing Council to approve biennial budgets governing the use of such extrabudgetary resources.

IV.71 The Advisory Committee notes that the number of extrabudgetary posts projected for the biennium 2012-2013 will be reduced from 227 to 206, or by approximately 9.2 per cent. The Committee also notes that activities implemented under some subprogrammes are funded substantially from extrabudgetary resources. For example, subprogramme 3, Regional and technical cooperation, is implemented by five regular budget posts, including 1 D-2, and by 42 extrabudgetary posts; subprogramme 1, Shelter and sustainable human settlements development, is implemented by 21 regular budget posts and by 27 extrabudgetary posts, including 1 D-2 post. Upon enquiry, the Committee was informed that the funding of the D-2 posts in the respective divisions is historical in nature and is not based on the funding structure of the divisions. The Committee was further informed that, in the overall context of the budget proposals, efforts are made to fund core staffing requirements, including those at senior levels, under the regular budget, while maintaining the principle that activities which are operational in nature, including humanitarian and emergency activities and technical cooperation projects, are primarily funded by extrabudgetary funds. The Committee was also informed that recruitment against extrabudgetary posts would not take place until the necessary funding had been secured. **The Committee concurs with that position and is of the view that, given the reliance of UN-Habitat on the receipt of extrabudgetary funding to finance the majority of its personnel, a prudent approach should be taken so that staffing is in alignment with the availability of resources.**

Training

IV.72 The Advisory Committee notes that training programmes are included under executive direction and management as well as under all four subprogrammes to be implemented by UN-Habitat during the biennium 2012-2013. The Committee sought additional information concerning the relationship between the regular budget and extrabudgetary funding of the proposed training programmes. According to the information received, the resource requirements for training are based on the organization's training plan and are apportioned in line with the number of staff funded from the regular budget and extrabudgetary resources, with the ratio being estimated at 27 per cent and 73 per cent respectively for 2012-2013. The proposed training programme, which is aimed at strengthening staff competencies, is funded primarily through extrabudgetary resources. The Committee was informed that training not only helps to increase efficiency but is also useful in retaining staff at UN-Habitat. As indicated in paragraph 15.34 (c) of the proposed budget, as part of technical cooperation activities funded by both the regular budget and extrabudgetary resources, training courses, seminars and workshops will be provided on an integrated capacity-building programme in results-based planning, programme management, monitoring and evaluation (training seminars, mentoring and systematic on-the-job learning), as well as a media workshop on urbanization for journalists and senior managers. However, no information was provided with regard to the number of United Nations staff and non-United Nations staff participating in training. **The Advisory Committee is of the view that the presentation of training activities in**

the proposed programme budget should clearly indicate two broad categories of targeted audience for training, i.e. staff of the organization and other, non-staff participants.

Organizational structure

IV.73 The Advisory Committee was provided, upon enquiry, with additional information on the programme support functions of the Programme Support Division of UN-Habitat and those undertaken by the Division of Administrative Services of the United Nations Office at Nairobi. According to the Secretariat, there is no duplication of responsibilities between these two divisions. While the Division of Administrative Services of the United Nations Office at Nairobi provides the back-end administrative services, inter alia accounting, human resource administration, information technology services, and procurement, the Programme Support Division of UN-Habitat provides the programme management support, focusing on operational field projects, budgetary and financial management for UN-Habitat programme and project budgets, programme planning and coordination functions, including support to the programme review committee, legal review of agreements with partners, organizational methods, risk management and coordination of the oversight services, among other functions.

Section 16
International drug control, crime and terrorism prevention and criminal justice

Proposal submitted by the Secretary-General	$41,118,600[a]
Revised appropriation for 2010-2011	$39,191,100
Projected extrabudgetary resources	$476,140,500

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

IV.74 Regular budget resources requested by the Secretary-General for section 16 amount to $41,118,600 before recosting, reflecting an increase of $1,927,500, or 4.9 per cent, over the revised appropriation for the biennium 2010-2011 (see A/66/6 (Sect. 16), table 16.5). The Secretary-General indicates in paragraph 16.14 of his report that the proposed regular budget resources will be complemented by voluntary contributions estimated at $476,140,500 for 2012-2013, comprising general purpose and earmarked funds. Pursuant to General Assembly resolution 61/252, the consolidated budget for the biennium 2012-2013 for the United Nations Office on Drugs and Crime (UNODC) will be submitted, through the Advisory Committee, to the Commission on Narcotic Drugs and the Commission on Crime Prevention and Criminal Justice for approval at their reconvened sessions in December 2011.

IV.75 In considering the Secretary-General's proposals, the Advisory Committee bore in mind paragraph 13 of General Assembly resolution 65/227, in which the Assembly requested the Secretary-General, in his proposed programme budget for the biennium 2012-2013, to devote due attention to the resource requirements for meeting the mandates entrusted to the Office (see also General Assembly resolution 64/243, para. 85).

IV.76 The Advisory Committee was informed that, following consultations with Member States in 2009, UNODC undertook an internal organizational realignment of the Division for Operations and the Division for Treaty Affairs, with the key goals of enabling integrated planning across thematic and regional programmes, achieving synergies between normative and operational activities, improving support for thematic and regional programmes, and strengthening the system of governance. The two divisions were realigned through the establishment of five thematic clusters around the key mandates of the Office: organized crime and illicit trafficking; corruption; terrorism prevention; justice; and drug prevention and health. In addition, the Independent Evaluation Unit was re-established and measures were taken to ensure the sustainability of the Strategic Planning Unit. The organizational realignment was approved by the Commission on Narcotic Drugs and by the Commission on Crime Prevention and Criminal Justice in the spring of 2010[6] and subsequently approved by the Economic and Social Council and by the General Assembly in its resolution 65/227. Upon enquiry, the Committee was provided with a summary of the posts redeployed among subprogrammes in the context of the realignment exercise, as well as detailed organization charts by division, branch, section and subprogramme, which are attached at the end of this section.

IV.77 Table IV.7 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding the regular budget posts for 2012-2013. The table also shows the extrabudgetary posts proposed for the biennium 2012-2013.

Table IV.7
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	122	1 USG, 2 D-2, 5 D-1, 14 P-5, 28 P-4, 25 P-3, 14 P-2/1, 3 GS (PL), 30 GS (OL)
Proposed for 2012-2013	129	1 USG, 2 D-2, 7 D-1, 15 P-5, 33 P-4, 25 P-3, 14 P-2/1, 3 GS (PL), 29 GS (OL)
Abolition	1	1 GS (OL)
New	8	2 D-1, 1 P-5, 5 P-4
Extrabudgetary		
Proposed for 2012-2013	228	1 D-2, 8 D-1, 13 P-5, 42 P-4/3, 3 P-2/1, 7 GS (PL), 67 GS (OL), 18 NO, 69 LL

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[6] See E/CN.7/2010/13-E/CN.15/2010/13; E/2010/28, chap. I.A; and E/2010/30-E/CN.15/2010/20, chap. I.A, resolution III.

Comments and recommendations on posts

Executive direction and management

IV.78 The establishment of a P-4 post is proposed for an Evaluation Officer in the Independent Evaluation Unit to lead, organize and manage in-depth evaluations; develop evaluation policy; manage the dissemination of evaluation reports; align the evaluation portfolio with the strategic direction of UNODC; and develop the capacity of UNODC for self-evaluation (see A/66/6 (Sect. 16), para. 16.58). The proposal for the new post is related to the strengthening of the Independent Evaluation Unit in the context of the above-mentioned realignment exercise (see para. IV.76 above). It is also proposed to redeploy one P-3 Evaluation Officer from subprogramme 4, Justice. The Committee recalls that the P-5 post of the Chief of the Strategic Planning Unit was redeployed to head the Independent Evaluation Unit upon approval by the General Assembly of the revised estimates resulting from resolutions and decisions adopted by the Economic and Social Council at its substantive session of 2010 (see A/65/319; A/65/505; General Assembly resolution 65/259). In his report (A/65/319, para. 12), the Secretary-General indicated that the Independent Evaluation Unit was composed of one P-4 and one General Service (Other level) post funded from voluntary contributions, and two Junior Professional Officer posts.

IV.79 Upon enquiry, the Advisory Committee was informed that the evaluation function of UNODC needed to be strengthened in order to ensure adherence to the norms established by the United Nations Evaluation Group for evaluation in the United Nations system, including through building evaluation capacity in the field, providing evaluation training, implementing a tracking system for evaluation recommendations and developing an up-to-date evaluation policy and handbook. Furthermore, the Commission on Narcotic Drugs and the Commission on Crime Prevention and Criminal Justice, as well as major donors, had emphasized the need to ensure the Unit's functional and operational independence. The Office indicated that the addition of regular budget posts in the Independent Evaluation Unit was intended to provide such independence and impartiality, as well as the additional capacity required for normative work which could not yet be undertaken. **In the light of the explanations provided, the Committee recommends approval of the Secretary-General's proposals for the Independent Evaluation Unit. The Committee expects that, should the additional capacity be approved by the General Assembly, it will allow UNODC to enhance its evaluation capabilities in terms of the development of and adherence to relevant norms and standards as well as in the conduct of evaluations and, furthermore, that these enhancements will translate into improved programme implementation.** The Committee has commented further on the issue of monitoring and evaluation in chapter I above.

Subprogramme 1, Countering transnational organized crime and illicit trafficking, including drug trafficking

IV.80 One P-5 post is proposed for a Senior Programme Manager, New and Emerging Crimes to manage and direct the UNODC cybercrime programme pursuant to additional mandates on cybercrime emanating from the Commission on Crime Prevention and Criminal Justice and General Assembly resolution 65/230. The Secretary-General indicates that cybercrime is currently covered by one staff member on a part-time basis and that a full-time senior staff member is required for UNODC to manage and take the lead in implementing the global plan of action and mobilizing other agencies and institutions to take action (see A/66/6 (Sect. 16), para. 16.66). Upon enquiry, the Advisory Committee was informed that the Office remained focused on the crime prevention and criminal justice aspects of cybercrime, whereas the technical and security elements of information and communications technology were covered by the International Telecommunications Union (ITU). In this connection, UNODC indicated that it had recently concluded with ITU a memorandum of understanding on collaboration, in accordance with commonly agreed goals and the complementary mandates of the two organizations. The Committee was further informed that UNODC had received an increasing number of mandates related to cybercrime from the Economic and Social Council and the General Assembly in recent years, including with regard to the provision of support and expertise in this area to developing countries (see General Assembly resolution 65/230). The Office also indicated that the challenges relating to cybercrime and new and emerging crimes were increasingly being faced by developing countries, where the number of Internet users had already surpassed that of the developed nations and was continuing to grow. **On the basis of the clarifications provided, the Committee recommends approval of the establishment of a P-5 post to manage and direct the UNODC cybercrime programme.**

IV.81 One P-4 post is proposed for a Crime Prevention and Criminal Justice Officer to lead and coordinate anti-human trafficking work and work on migrant smuggling, pursuant to Economic and Social Council resolution 2008/33 and General Assembly resolution 64/178 and resolution 64/293, by which the Assembly adopted the United Nations Global Plan of Action to Combat Trafficking in Persons (see A/66/6 (Sect. 16), para. 16.67). The Committee notes that a post for a Research Management Officer for data analysis in relation to trafficking in persons is also requested under subprogramme 6 (see also para. IV.87 below).

IV.82 In this connection, the Advisory Committee recalls that in paragraph 7 of resolution 64/293 on the United Nations Global Plan of Action to Combat Trafficking in Persons, the General Assembly requested the Secretary-General to present proposals to finance the related staffing and programmatic requirements through a reallocation of resources in the context of the proposed programme budget for the biennium 2012-2013. The Committee requested further clarification as to the consistency between the proposal for a new P-4 post and the General Assembly's request. It was informed that, in response to General Assembly resolution 64/293, UNODC had undertaken a careful review of the staffing structure and all established posts under section 16. On the basis of the review, the Office had determined that no vacant or encumbered posts could be redeployed to cover the functions of the two P-4 posts proposed in relation to combating human trafficking and migrant smuggling (one Crime Prevention and Criminal Justice Officer and one Research Management Officer) without adversely affecting the functioning of UNODC. The Committee requested further clarification on the redeployment of one P-4 post from subprogramme 1 to subprogramme 4 in the context of the realignment exercise (see A/66/6 (Sect. 16), para. 16.65). It was informed that the functions of the redeployed P-4 post are not related to the area of human trafficking and migrant smuggling, but to the implementation of the relevant standards and norms in the area of crime prevention and criminal justice.

IV.83 The Advisory Committee was further informed that, at present, there are no regular budget posts devoted to the area of human trafficking: the Anti-Human Trafficking and Migrant Smuggling Unit consists of two Associate Experts funded by Governments and four Professional project staff at the P-2 and P-3 levels, funded through voluntary contributions. The incumbent of the proposed P-4 post would lead the provision of substantive assistance to Member States in ratifying and implementing the Trafficking and Smuggling Protocols to the Convention on Transnational Organized Crime, including the servicing of intergovernmental bodies. **In the light of the explanations provided, the Committee does not object to the new P-4 post for a Crime Prevention and Criminal Justice Officer for the Anti-Human Trafficking and Migrant Smuggling Unit.**

Subprogramme 3. Terrorism prevention and combating

IV.84 One P-4 post for a Programme Officer, Transport Terrorist Offences is proposed to provide specialized expertise on the legal and criminal justice aspects of transport-related offences covered by the international legal instruments against terrorism (see A/66/6 (Sect. 16), para. 16.78). The Advisory Committee was informed that the proposal was based on the need to respond to successive General Assembly mandates on the provision of support to Member States for the implementation of the international legal regime against terrorism (see General Assembly resolutions 64/118, 64/177 and 60/288). The Committee requested clarification as to the extent to which the activities in question are also carried out by other entities of the United Nations system. It was informed that UNODC has established strong partnerships with specialized agencies dealing with transportation and aviation issues, such as the International Civil Aviation Organization and the International Maritime Organization, based on a clear division of labour along the lines of their respective mandates and areas of expertise. **On the basis of the explanations provided, the Committee recommends approval of the Secretary-General's proposal for a new P-4 Programme Officer, Transport Terrorist Offences.**

Subprogramme 4. Justice

IV.85 One P-4 post is proposed for a Penal Reform Officer to lead the efforts of the Justice Section in a variety of areas relating to the treatment of prisoners, including the development of UNODC policies and strategies, and the delivery of training and special advisory services on penal reform, as well as the provision of support to joint programming with the Department of Peacekeeping Operations and the Department of Political Affairs in post-conflict settings (see A/66/6 (Sect. 16), para. 16.84). The Advisory Committee enquired as to the existing capacity of UNODC in this area, as well as the continuing nature of the functions of the proposed post and whether those functions could be performed more cost effectively by a consultant. It was informed that the revision of the relevant United Nations standards (the Standard Minimum Rules for the Treatment of Prisoners) was mandated by General Assembly resolution 65/230 and that there is currently no staff member at UNODC with specialized expertise in penal reform. **While the Committee is of the view that at least a part of the requirement is of a temporary nature, it recognizes the need for developing some in-house capacity and expertise in this area. It therefore recommends approval of the request for a P-4 Penal Reform Officer in the Justice Section.**

Subprogramme 5. Health and livelihoods (Combating drugs and HIV)

IV.86 One D-1 post is proposed for a Chief of the Drug Prevention and Health Branch to assist the Director of the Branch. As indicated, the Political Declaration and Plan of Action on International Cooperation towards an Integrated and Balanced Strategy to Counter the World Drug Problem, which was adopted at the high-level segment of the fifty-second session of the Commission on Narcotic Drugs, in March 2009, serves as the guiding document for this post (see A/66/6 (Sect. 16), para. 16.90). Upon enquiry, the Advisory Committee was informed that the Drug Prevention and Health Branch had a staffing component of 24 posts and positions at UNODC headquarters and 139 in the field. The Committee was further informed that the functions of Chief of the Drug Prevention and Health Branch were currently provided through an extrabudgetary post funded from a combination of project funds and programme support cost funds. UNODC indicated that those current arrangements presented some risks, since a core function such as that of the Chief of the Drug Prevention and Health Branch ought not to be financed through project funds, which were intended for technical assistance activities. **The Committee recognizes the need to ensure the sustainability of the functions of the Chief of the Drug Prevention and Health Branch and recommends approval of the Secretary-General's proposal for a D-1 post. However, in the interest of transparency, the Committee considers that the budget document should have clearly indicated that the functions of the proposed post are currently provided through an extrabudgetary post.**

Subprogramme 6. Research and trend analysis

IV.87 One P-4 post is proposed for a Research Management Officer to lead the development of data collection, research and analysis of the patterns of trafficking in persons and flows at the national, regional and international levels, and the preparation of the requested biennial report, pursuant to General Assembly resolution 64/293 (see A/66/6 (Sect. 16), para. 16.96). As indicated in paragraph IV.82 above, in that resolution the General Assembly also requested the Secretary-General to cover requirements for the United Nations Global Plan of Action to Combat Trafficking in Persons through a reallocation of resources in the context of the proposed programme budget for the biennium 2012-2013. The Committee was informed that UNODC was not able to identify existing posts to carry out the functions of the proposed P-4 Research Management Officer post. **The Advisory Committee does not object to the Secretary-General's proposal.**

Subprogramme 7. Policy support

IV.88 One D-1 post is proposed for a Chief, Public Affairs and Policy Support Branch, to manage the Branch, direct and coordinate the policy support functions, and facilitate internal and external coherence (see A/66/6 (Sect. 16), para. 16.102). The Advisory Committee was of the view that the duties of the Chief of Branch appeared to overlap with some of those of the Executive Director. It was informed that, while the Executive Director was ultimately responsible for internal and external coherence of UNODC, the D-1 Chief of Branch would also contribute to ensuring coherence by linking together the Secretariat of the Governing Bodies, donor relations and resource mobilization, strategic planning, and communication and advocacy. **The Committee recognizes the need to provide coherence among**

the multifaceted mandates of UNODC and recommends approval of the D-1 post proposed to manage the Branch.

IV.89 It is proposed to abolish one General Service (Other level) post under subprogramme 7. The functions of the post would be provided through extrabudgetary funding (see A/66/6 (Sect. 16), para. 16.101). The Advisory Committee was informed that this was due to a change in the functions of the position that required more active, hands-on support to technical assistance delivery in the field. **The Committee recommends approval of the Secretary-General's proposal.**

Comments and recommendations on non-post resources

IV.90 Non-post resources proposed for the biennium 2012-2013 amount to $6,139,300, representing a decrease of $874,300 as compared to the appropriation of $7,013,600 for the current biennium. The Secretary-General is proposing reductions under most non-post objects of expenditure, including consultants ($86,600, or 18.4 per cent), experts ($246,800, or 17.7 per cent), travel of staff ($40,600, or 5.9 per cent) and contractual services ($49,300, or 4.8 per cent). **The Advisory Committee recommends approval of the Secretary-General's proposals for non-post resources.**

General comments and recommendations

Presentation and logical framework

IV.91 As indicated in paragraph IV.76 above, the Advisory Committee was provided with detailed organization charts of UNODC by division, branch, section and subprogramme, showing the number of existing and proposed posts by category and grade level; they are attached at the end of the present section. The Committee considers that such detailed organization charts facilitate its consideration of the proposed programme budget, particularly in instances where significant organizational changes, such as the internal realignment of UNODC in 2010, have been introduced since the previous budget submission. For example, in the absence of such detailed organization charts, it was not possible to ascertain from the information provided in the budget document that the functions for supporting the governing bodies, and the related posts, had been redeployed from the Office of the Director, Division for Treaty Affairs (subprogramme 1) to the Secretariat to the Governing Bodies (subprogramme 7). **With a view to enhancing transparency, the Committee requests that detailed organization charts be included in future budget submissions.**

IV.92 In the view of the Advisory Committee, the proposed programme budget for section 16 should also have provided more information on the structural changes related to the realignment exercise that took place during the current biennium. For example, UNODC could have better explained the rationale for transferring the Secretariat to the Governing Bodies (servicing the Commission on Narcotic Drugs and the Commission on Crime Prevention and Criminal Justice) and the Secretariat of the International Narcotics Control Board from the Division for Treaty Affairs to the Division for Policy Analysis and Public Affairs, particularly with regard to the secretariats of the Commission on Narcotic Drugs and the International Narcotics Control Board, which are treaty bodies. The Committee also notes that, consequent upon the realignment exercise, in his current proposals for 2012-2013, the

Secretary-General has proposed the establishment of eight new posts, including three senior-level posts. While the Committee has not objected to the Secretary-General's proposals, it is of the view that the organizational structure of UNODC should be kept under review, with a view to ensuring an efficient and effective operational structure, as well as avoiding grade inflation. The Committee also emphasizes the need to provide information on the implementation of such significant organizational changes and an assessment of the resulting benefits, as well as details of the costs incurred, challenges faced and lessons learned. **Accordingly, the Committee recommends that the Secretary-General be requested to provide, in the context of the budget submission for 2014-2015, an assessment of the realignment exercise and the extent to which the intended goals were achieved.**

Mechanism for the Review of the United Nations Convention against Corruption

IV.93 The Advisory Committee notes that additional resources are proposed under subprogramme 2 to cover expenditure resulting from the delayed impact of nine new posts (1 D-1, 1 P-5, 2 P-4, 1 P-3, 3 P-2/1, 1 General Service (Other level)) approved for 2010-2011 in relation to the UNODC realignment (see A/66/6 (Sect. 16), para. 16.72). Upon enquiry, the Committee was informed that the nine posts related to the Mechanism for the Review of the United Nations Convention against Corruption. It was further informed that, in addition to the requirements for the above-mentioned nine posts, non-post expenditure incurred in the biennium 2010-2011 was estimated at $839,400. The Secretary-General also indicated that, at the time of the approval of those resources for 2010-2011 in December 2009, the General Assembly had been informed that $3.2 million in extrabudgetary resources would be required per biennium for country reviews, travel of participants, training and videoconferences. A provision for the continuation of those resources is included in the budget proposals for 2012-2013.

IV.94 The Advisory Committee was informed that a detailed outline of estimated expenditure for the review mechanism in 2010-2011 and estimated requirements for the biennium 2012-2013 was contained in document CAC/COSP/IRG/2011/CRP.1. UNODC also indicated that detailed expenditure for the complete first year of the review mechanism, as well as more accurate estimates for the biennium 2012-2013, will be provided at the reconvened session of the Implementation Review Group in September 2011 and at the fourth session of the Conference of States Parties in October 2011. The decision taken by the Conference of States Parties will be communicated to the General Assembly in November 2011 and, if required, a full statement of programme budget implications will be prepared for consideration by the Committee and the General Assembly.

Table IV.8

Summary of the posts redeployed among subprogrammes in the context of the 2009 internal realignment of the United Nations Office on Drugs and Crime

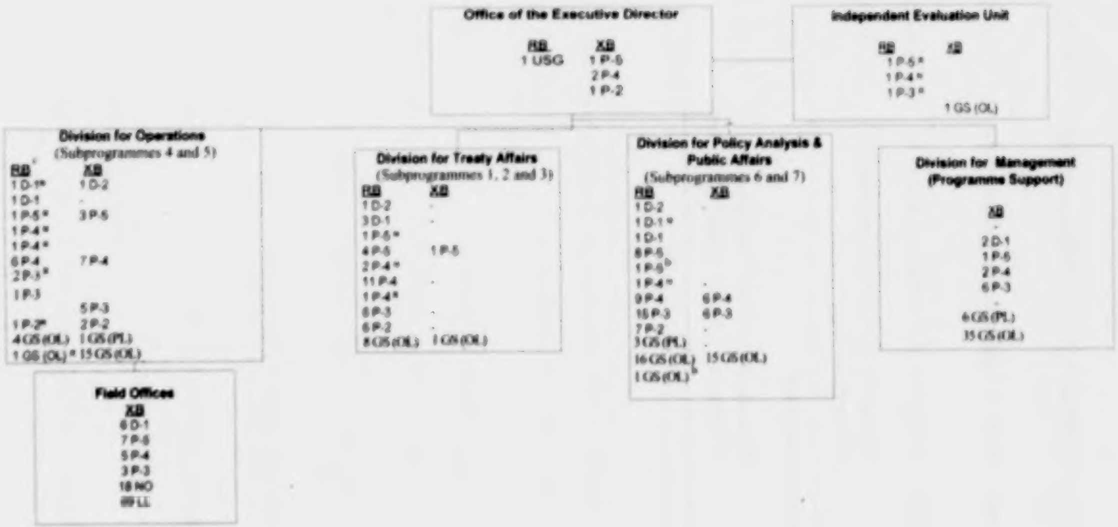
Post	*Title*	*Redeployed from/to*	*Context*
EXECUTIVE DIRECTION AND MANAGEMENT			
+ 1 P-5	Chief, Independent Evaluation Unit	Redeployed from subprogramme 7 (ex-Chief, Strategic Planning Unit)	Implemented in 2010-2011, Commission on Narcotic Drugs resolution 52/14 and Commission on Crime Prevention and Criminal Justice resolution 18/6 Economic and Social Council resolution 2010/258, General Assembly approval of Economic and Social Council revised estimates (A/65/319)
+ 1 P-3	Evaluation Officer	Redeployed from subprogramme 4 — Justice Section	3% efficiency savings
SUBPROGRAMME 1, Transnational and organized crime and illicit trafficking			
- 1 GS (OL)	Administrative Assistant	Redeployed to subprogramme 4	Realignment of UNODC
- 1 P-5	Chief, Justice Section	Redeployed to subprogramme 4	Realignment of UNODC
- 1 P-3	Drug Control and Crime Prevention Officer	Redeployed to subprogramme 4	Realignment of UNODC
- 1 P-3	Crime Prevention and Criminal Justice Officer	Redeployed to subprogramme 4	Realignment of UNODC
- 1 P-2	Associate Crime Prevention and Criminal Justice Officer	Redeployed to subprogramme 4	Realignment of UNODC
- 1 P-4	Drug Control and Crime Prevention Officer	Redeployed to subprogramme 4	Realignment of UNODC
SUBPROGRAMME 2, Countering corruption			
+ 1 P-4	Programme Management Officer	Redeployed from subprogramme 4	Realignment of UNODC
SUBPROGRAMME 4, Justice			
+ 1 GS (OL)	Administrative Assistant	Redeployed from subprogramme 1	Realignment of UNODC
+ 1 P-5	Chief, Justice Section	Redeployed from subprogramme 1	Realignment of UNODC

Post	*Title*	*Redeployed from/to*	*Context*
+ 1 P-4	Drug Control and Crime Prevention Officer	Redeployed from subprogramme 1	Realignment of UNODC
+ 1 P-3	Drug Control and Crime Prevention Officer	Redeployed from subprogramme 1	Realignment of UNODC
+ 1 P-3	Crime Prevention and Criminal Justice Officer	Redeployed from subprogramme 1	Realignment of UNODC
+ 1 P-2	Associate Crime Prevention and Criminal Justice Officer	Redeployed from subprogramme 1	Realignment of UNODC
- 1 P-4	Programme Management Officer	Redeployed to subprogramme 2	Realignment of UNODC
- 1 P-3	Evaluation Officer	Redeployed to the Independent Evaluation Unit	3% efficiency savings
SUBPROGRAMME 6, Research and trend analysis			
- 1 P-5	Chief, Strategic Planning Unit	Redeployed to the Independent Evaluation Unit as Chief of the unit	Implemented in 2010-2011

Detailed organization charts by division, branch, section and subprogramme

A. United Nations Office on Drugs and Crime

Organizational structure and post distribution[a]


Office of the Executive Director
RB
1 USG
XB
1 P-5
2 P-4
1 P-2
Independent Evaluation Unit
RB
1 P-5 R
1 P-4 R
1 P-3 R
XB
1 GS (OL)
Division for Operations
(Subprogrammes 4 and 5)
RB c
1 D-1 R
1 D-1
1 P-5 R
1 P-4 R
1 P-4 R
6 P-4
2 P-3 R
1 P-3
1 P-2 R
4 GS (OL)
1 GS (OL) R
XB
1 D-2
-
3 P-5
7 P-4
5 P-3
2 P-2
1 GS (PL)
15 GS (OL)
Field Offices
XB
6 D-1
7 P-5
5 P-4
3 P-3
18 NO
89 LL
Division for Treaty Affairs
(Subprogrammes 1, 2 and 3)
RB
1 D-2
3 D-1
1 P-5 R
4 P-5
2 P-4 R
11 P-4
1 P-4 R
6 P-3
6 P-2
8 GS (OL)
XB
-
-
1 P-5
-
-
-
1 GS (OL)
Division for Policy Analysis & Public Affairs
(Subprogrammes 6 and 7)
RB
1 D-2
1 D-1 R
1 D-1
8 P-5
1 P-5 b
1 P-4 R
9 P-4
16 P-3
7 P-2
3 GS (PL)
16 GS (OL)
1 GS (OL) b
XB
-
-
6 P-4
6 P-3
-
-
15 GS (OL)
Division for Management (Programme Support)
XB
-
2 D-1
1 P-5
2 P-4
6 P-3
-
6 GS (PL)
35 GS (OL)

Abbreviations: RB, regular budget; XB, general purpose funds and programme support cost funds; GS (PL), General Service (Principal level); GS (OL), General Service (Other level); NO, National Officer; LL, Local level.

[a] Does not include Associate Experts.

[b] NYLO post funded from RB section 1, United Nations Office at Vienna.

[c] Does not include 2 general temporary assistance positions (1 L-6 and 1 L-5) funded from RB section 22, Regular programme of technical cooperation.

R = Redeployment

N = New

B. Division for Operations

Subprogramme 4, Justice
Office of the Director
(including MSU)

RB	XB
-	1 D-2
1 P-4	1 P-2
-	1 GS (PL)
2 GS (OL)	3 GS (OL)
1 GS (OL)[R]	

Subprogramme 4, Justice
Justice Section

RB	XB
1 P-5[R]	-
1 P-4[N]	
2 P-4	
1 P-4[R]	-
1 P-3[R]	1 P-3
1 P-3	
1 P-2[R]	-
1 GS (OL)	1 GS (OL)

Subprogramme 5, Health and livelihoods
(Combating drugs and HIV)
Health and Livelihoods Branch

RB	XB
1 D-1[N]	
2 P-4	-
1 P-3	-
-	-
1 GS (OL)	1 GS (OL)

Subprogramme 4, Justice
Integrated Programme
and Oversight Branch

RB	XB
1 D-1	-
-	3 P-5
1 P-4	7 P-4
-	4 P-3
-	1 P-2
	10 GS (OL)

Field offices

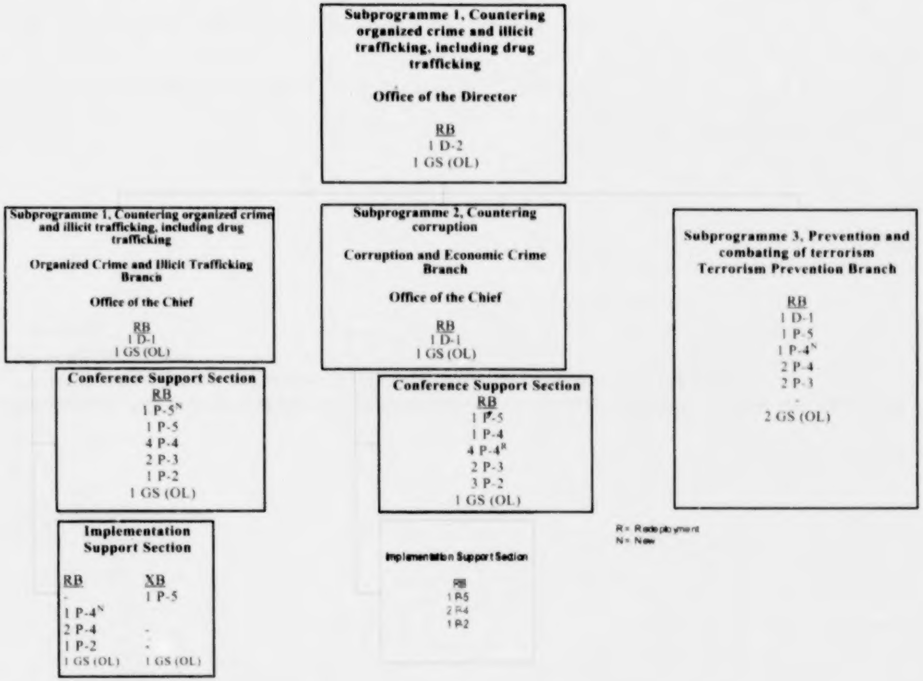
XB
6 D-1
7 P-5
5 P-4
3 P-3
18 NO
69 LL

Abbreviations: RB, regular budget; XB, general purpose funds and programme support cost funds; GS (PL), General Service (Principal level); GS (OL), General Service (Other level); NO, National Officer; LL, Local level.

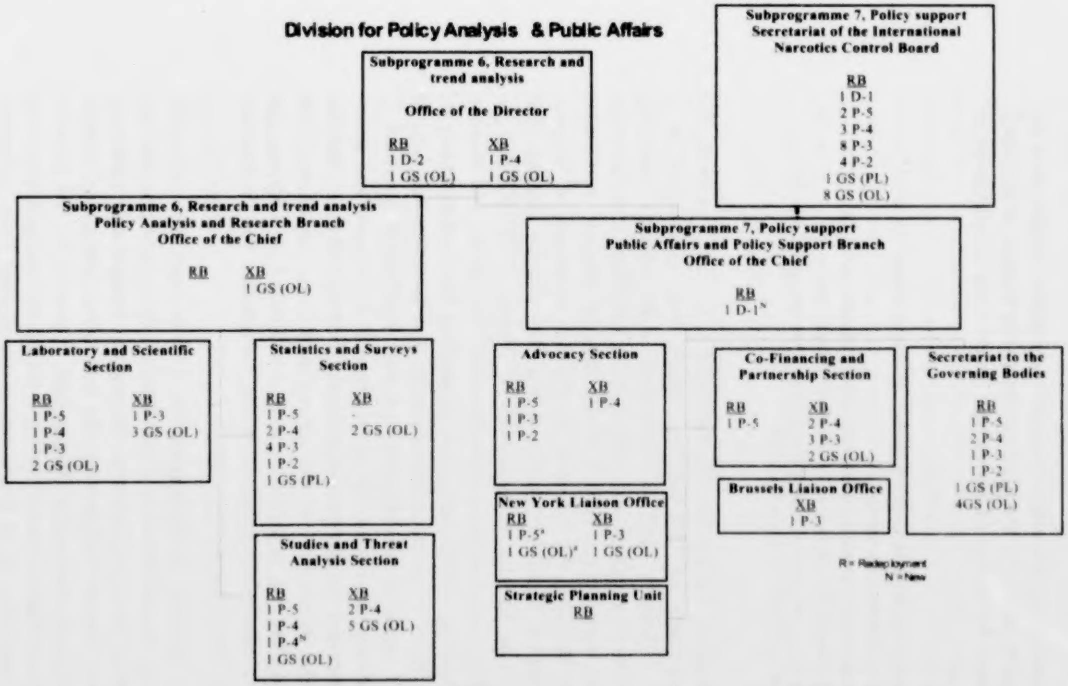
R = Redeployment

N = New

C. Division for Treaty Affairs


Subprogramme 1, Countering organized crime and illicit trafficking, including drug trafficking
Office of the Director
RB
1 D-2
1 GS (OL)
Subprogramme 1, Countering organized crime and illicit trafficking, including drug trafficking
Organized Crime and Illicit Trafficking Branch
Office of the Chief
RB
1 D-1
1 GS (OL)
Conference Support Section
RB
1 P-5N
1 P-5
4 P-4
2 P-3
1 P-2
1 GS (OL)
Implementation Support Section
RB
-
1 P-4N
2 P-4
1 P-2
1 GS (OL)
XB
1 P-5
-
-
1 GS (OL)
Subprogramme 2, Countering corruption
Corruption and Economic Crime Branch
Office of the Chief
RB
1 D-1
1 GS (OL)
Conference Support Section
RB
1 P-5
1 P-4
4 P-4R
2 P-3
3 P-2
1 GS (OL)
Implementation Support Section
RB
1 P-5
2 P-4
1 P-2
Subprogramme 3, Prevention and combating of terrorism
Terrorism Prevention Branch
RB
1 D-1
1 P-5
1 P-4N
2 P-4
2 P-3
-
2 GS (OL)
R= Redeployment
N= New

D. Division for Policy Analysis and Public Affairs


Division for Policy Analysis & Public Affairs
Subprogramme 6, Research and trend analysis
Office of the Director
RB
1 D-2
1 GS (OL)
XB
1 P-4
1 GS (OL)
Subprogramme 7, Policy support
Secretariat of the International Narcotics Control Board
RB
1 D-1
2 P-5
3 P-4
8 P-3
4 P-2
1 GS (PL)
8 GS (OL)
Subprogramme 6, Research and trend analysis
Policy Analysis and Research Branch
Office of the Chief
RB
XB
1 GS (OL)
Subprogramme 7, Policy support
Public Affairs and Policy Support Branch
Office of the Chief
RB
1 D-1N
Laboratory and Scientific Section
RB
1 P-5
1 P-4
1 P-3
2 GS (OL)
XB
1 P-3
3 GS (OL)
Statistics and Surveys Section
RB
1 P-5
2 P-4
4 P-3
1 P-2
1 GS (PL)
XB
-
2 GS (OL)
Studies and Threat Analysis Section
RB
1 P-5
1 P-4
1 P-4N
1 GS (OL)
XB
2 P-4
5 GS (OL)
Advocacy Section
RB
1 P-5
1 P-3
1 P-2
XB
1 P-4
New York Liaison Office
RB
1 P-5a
1 GS (OL)a
XB
1 P-3
1 GS (OL)
Strategic Planning Unit
RB
Co-Financing and Partnership Section
RB
1 P-5
XB
2 P-4
3 P-3
2 GS (OL)
Brussels Liaison Office
XB
1 P-3
Secretariat to the Governing Bodies
RB
1 P-5
2 P-4
1 P-3
1 P-2
1 GS (PL)
4GS (OL)
R = Redeployment
N = New

[a] Includes 2 New York Liaison Office posts funded from RB Section 1, United Nations Office at Vienna.

Section 17
UN-Women

Proposal submitted by the Secretary-General	\$14,836,900[a]
Revised appropriation for 2010-2011	\$13,532,500[b]
Projected extrabudgetary resources	\$993,272,200

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] At 2010-2011 rates. Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] UN-Women was established as a composite entity effective 1 January 2011 in accordance with General Assembly resolution 64/289. For comparison and presentation purposes only, in the present report the revised appropriation level has been technically adjusted to reflect the biennial level.

IV.95 The proposed programme budget for the biennium 2012-2013 reflects, for the first time, the requirements of UN-Women, which was established as a composite entity effective 1 January 2011 in accordance with General Assembly resolution 64/289 by consolidating and transferring to it the mandates and functions of four pre-existing entities, namely the Office of the Special Adviser on Gender Issues and Advancement of Women, the Division for the Advancement of Women, the United Nations Development Fund for Women (UNIFEM) and the International Research and Training Institute for the Advancement of Women (INSTRAW) (see also A/65/531 and A/65/593). In accordance with the same resolution, UN-Women has the additional role of leading, coordinating and promoting the accountability of the United Nations system in its work on gender equality and the empowerment of women. The programme of work of UN-Women is drawn from subprogramme 2, Gender issues and advancement of women, of programme 7, Economic and social affairs, of the strategic framework for the period 2012-2013 (A/65/6/Rev.1), but has been modified to reflect the provisions of the above-mentioned resolution. The Advisory Committee noted that, in accordance with established procedures, the revised strategic framework would be submitted to the Committee for Programme and Coordination at its fifty-first session.

IV.96 With regard to the funding arrangements for UN-Women, the Advisory Committee recalls that, in its resolution 64/289, the General Assembly decided that UN-Women would be funded from two sources: the regular budget and voluntary contributions. The resources required to service the normative intergovernmental processes are to be funded from the regular budget and approved by the General Assembly, while the resources required to service the operational intergovernmental processes and operational activities at all levels are to be funded from voluntary contributions and approved by the Executive Board of UN-Women. The latter portion of the resources of UN-Women is known as the "support budget". Subsequently, in its resolution 65/259, the Assembly approved the use of a grant arrangement, similar to that used to administer the budgets of UNHCR, for the implementation of the regular budget portion of UN-Women.

IV.97 Upon the adoption of General Assembly resolution 64/289, all the existing mandates, functions, assets, including facilities and infrastructure, and liabilities, including contractual obligations, of the Office of the Special Adviser on Gender Issues and Advancement of Women, the Division for the Advancement of Women, the United Nations Development Fund for Women (UNIFEM) and the International Research and Training Institute for the Advancement of Women (INSTRAW) were transferred to UN-Women, which was treated as section 37 of the programme budget for 2010-2011. The initial regular budget appropriation for 2011 for subprogramme 2, Gender issues and advancement of women, of section 9, Economic and social affairs ($6,615,700), was therefore transferred to the new section 37 and, in resolution 65/259, the General Assembly approved an additional amount of $367,800 under that section, to represent a charge against the contingency fund. The 2011 share of extrabudgetary resources under subprogramme 2 and the 2011 portion of the resources of INSTRAW and UNIFEM were also transferred. The Advisory Committee notes that, in the proposed programme budget for 2012-2013, to facilitate comparison on a biennial basis between resources in 2010-2011 and 2012-2013, the resources approved in 2011 for UN-Women under sections 9 and 37 have been consolidated and are presented in the 2010-2011 appropriation column as a technical figure adjusted to reflect the biennial position.

IV.98 The Advisory Committee notes that the regular budget resources requested by the Secretary-General for section 17 for the biennium 2012-2013 amount to $14,836,900 before recosting, representing an increase of $1,304,400, or 9.6 per cent, over the technical revised appropriation for the biennium 2010-2011 (A/66/6 (Sect. 17), table 17.5). Table IV.8 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for the biennium 2012-2013. The table also shows the extrabudgetary posts proposed for the biennium 2012-2013, which are to be funded through the UN-Women support budget.

Table IV.9
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	45	1 USG, 1 ASG, 2 D-2, 3 D-1, 6 P-5, 7 P-4, 5 P-3, 5 P-2/1, 15 GS (OL)
Proposed for 2012-2013	47	1 USG, 1 ASG, 2 D-2, 3 D-1, 6 P-5, 7 P-4, 7 P-3, 5 P-2/1, 15 GS (OL)
New	2	2 P-3 posts under programme support
Redeployments	5	1 D-1 post and 3 P-4 posts from subprogramme 2 (b) to subprogramme 2 (a) 1 GS (OL) from subprogramme 2 (b) to programme support
Extrabudgetary		
Proposed for 2012-2013	350	1 ASG, 9 D-2, 25 D-1, 97 P-5, 77 P-4/3, 6 P-2/1, 19 GS (PL), 42 GS (OL), 74 LL

Comments and recommendations on posts

New posts

IV.99 The Secretary-General is proposing the establishment of two P-3 posts under programme support, one for an Administrative Officer and one for a Budget and Finance Officer (A/66/6 (Sect. 17), para. 17.14). The incumbents of the proposed posts would provide support in the areas of budget preparation, planning and reporting, financial and human resources management, procurement, information and communications technology and other administrative services that was previously provided by the Executive Office of the Department of Economic and Social Affairs. Upon enquiry, the Advisory Committee was informed that the two posts requested would help to address the complex budgetary, financial, administrative and human resources requirements deriving from the status of UN-Women as a composite entity relying on both assessed and voluntary contributions. With specific reference to the Administrative Officer post, the Committee was further informed that none of the regular budget posts transferred to UN-Women from its constituent entities was dedicated to human resources management functions. The Committee was also informed that the capacity required to perform the functions of the two proposed posts could not be transferred from the Executive Office of the Department of Economic and Social Affairs because the six posts in that Office that were currently dedicated to human resources and financial management were already providing programme support services to a combined total of 559 posts in a number of departments and offices. **In view of the foregoing, the Committee recommends approval of the establishment of the two P-3 posts.**

Redeployments

IV.100 The Secretary-General is also proposing the following five redeployments:

(a) One D-1 post of Focal Point for Gender Parity, one P-4 post of Personnel Policies Officer and two P-4 posts of Social Affairs Officer from subprogramme 2 (b), Policy and programme activities, to subprogramme 2 (a), Intergovernmental support and strategic partnerships, in order to align the functions of the posts, which relate primarily to collaboration and coordination across the United Nations system on the issues of gender mainstreaming and gender balance, with the activities of the appropriate subprogramme (A/66/6 (Sect. 17), para. 17.39);

(b) One General Service (Other level) post of Information Technology Assistant from subprogramme 2 (b), Policy and programme activities, to programme support in order to provide technical support related to information technology equipment and software (ibid., para. 17.48).

The Advisory Committee has no objection to the proposed redeployments

IV.101 As indicated in table IV.8, UN-Women currently has 45 posts funded from the regular budget, all of which, according to the Secretary-General, support the functions of the intergovernmental processes and enhance coherence between such support and operational activities (A/66/6 (Sect. 17), para. 17.13). With regard to the future staffing complement of UN-Women and the precise criteria for determining which posts will be funded from the regular budget and which from extrabudgetary resources, the Advisory Committee recalls that, in its resolution 65/259, the General Assembly requested the Secretary-General to specify whether the activities of UN-Women, including administrative, evaluation, coordination, research and analytical policy functions, would support or be considered normative intergovernmental processes; operational intergovernmental processes and operational activities; or a combination thereof. The Assembly also requested the Secretary-General to reflect, in the proposed programme budget for the biennium 2012-2013, the necessary budget allocation resulting from that information so as to ensure an appropriate source of funding of the financial resources required, including the funding of senior-level posts. During its consideration of the resource proposals under section 17, the Committee was informed that the Secretary-General intended to respond to the Assembly's request as part of the proposed programme budget for the biennium 2014-2015, once UN-Women had been operational for two years. The Committee was also informed, however, that the two new posts referred to in paragraph IV.99 above were urgently needed and their establishment could not easily be deferred until that time. **The Committee looks forward to considering the information requested by the General Assembly.**

Recommendation on non-post resources

IV.102 Estimated non-post requirements for 2012-2013 amount to $1,354,400 before recosting, representing an increase of $82,000, or 6.4 per cent, over the technical revised appropriation for 2010-2011 of $1,272,400. **The Advisory Committee recommends approval of the Secretary-General's proposal for non-post resources.**

General comments

Monitoring and evaluation

IV.103 In paragraph 17.18 of his report, the Secretary-General indicates that, pursuant to General Assembly resolution 58/269, resources amounting to $3,735,500 have been identified for the conduct of monitoring and evaluation during the biennium 2012-2013. The Advisory Committee notes that all those resources will come from extrabudgetary funds. The Committee has commented further on the issue of monitoring and evaluation activities in chapter I above.

Publications

IV.104 In table 17.3 of the budget document, the Secretary-General indicates that, for the biennium 2012-2013, UN-Women plans to issue a total of 23 publications (18 recurrent and 5 non-recurrent), as compared to 19 (15 recurrent and 4 non-recurrent) during the biennium 2010-2011. The Advisory Committee notes from the annex to the supplementary information provided to it that less than half of those publications (two issues of the "Inventory of United Nations system activities to prevent and eliminate violence against women" and eight issues of the newsletter entitled "Words to action") will be issued electronically. **In order to minimize costs and ensure the widest possible dissemination of its publications, the Committee encourages UN-Women to make maximum use of electronic publishing techniques.** The Committee has commented further on the issue of publications in chapter I above.

Downward revision of projected voluntary contributions

IV.105 In his proposed programme budget under section 17, the Secretary-General indicates that extrabudgetary funds in the amount of $993,272,200 are projected for the biennium 2012-2013, of which $986,498,400 represents the estimated requirements under the support budget for UN-Women and the remainder represents the estimated resources under the Trust Fund for the Implementation of the Beijing Declaration and Platform for Action (A/66/6 (Sect. 17), para. 17.17). However, during its consideration of the Secretary-General's proposals, the Advisory Committee was informed that, following consultations with stakeholders and based on an analysis of past trends, commitments already made in 2011 and indications from Member States regarding future commitments, the projection for voluntary contributions for the biennium 2012-2013 had now been revised downwards to approximately $900 million. That adjustment would be reflected in the preparation of the 2012-2013 support budget, which would be submitted to the Committee for its review prior to its consideration by the Executive Board of UN-Women.

Part V
Regional cooperation for development

Proposal submitted by the Secretary-General	**$503,648,200**[a]
Revised appropriation for 2010-2011	**$513,210,900**
Projected extrabudgetary resources	**$140,204,800**

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

General comments and recommendations

V.1 The overall resources requested by the Secretary-General for part V amount to $503,648,200 before recosting, representing a decrease of $9,562,700, or 1.9 per cent, as compared to the revised appropriation for the biennium 2010-2011. The proposed resources provide for the mandated activities of the five regional commissions, the Regional Commissions New York Office and the regular programme of technical cooperation (see sects. 18-23 below). Those resources are supplemented by the Development Account (see sect. 36 below). The Advisory Committee has commented on development-related activities under part IV, International cooperation for development.

V.2 The overall resources requested by the Secretary-General for the five regional commissions, including the Regional Commissions New York Office, amount to $451,402,000 before recosting, representing a decrease of $9,562,700, or 2.1 per cent, as compared to the revised appropriation for the biennium 2010-2011.

Table V.1
Regional cooperation for development: proposed resources
(Thousands of United States dollars)

Section	*2010-2011 appropriation*	*Resource growth*		*Total before recosting*
		Amount	*Percentage*	
18. Economic and social development in Africa[a]	123 662.5	(2 815.8)	(2.3)	120 846.7
19. Economic and social development in Asia and the Pacific	98 326.8	(1 523.9)	(1.5)	96 802.9
20. Economic development in Europe	65 547.1	(1 794.3)	(2.7)	63 752.8
21. Economic and social development in Latin America and the Caribbean	110 129.9	(2 902.9)	(2.6)	107 227.0
22. Economic and social development in Western Asia	63 298.4	(525.8)	(0.8)	62 772.6
23. Regular programme of technical cooperation	52 246.2	—	—	52 246.2
	513 210.9	**(9 562.7)**	**(1.9)**	**503 648.2**

[a] Including the Regional Commissions New York Office.

V.3 As highlighted in table V.1, while the proposals for each of the regional commissions reflect decreases compared to current approved funding, the Advisory Committee noted differences in how such reductions were achieved. As noted in chapter I, the Secretary-General stated that programme managers were given full discretion to devise the optimal mix of resources while ensuring no impact on mandate delivery. The disparate approaches taken by the regional commissions is apparent from a review of section 18, Economic and social development in Africa and section 21, Economic and social development in Latin America and the Caribbean, in relation to offices of comparable size and mandate. While the two proposals reflect reductions of similar levels, $2.8 million and $2.9 million respectively, at ECA all reductions are proposed in non-post areas, with no reduction in staffing being made. In contrast, the majority of the reduced requirements at ECLAC are due to the proposed abolition of 12 posts. Similarly, the proposed reductions under section 20, Economic development in Europe, are achieved mostly through the abolition of seven posts.

V.4 The Advisory Committee notes that the Secretary-General indicates that the proposals in the budget are aimed at enabling the Organization to deliver its mandates in full (A/66/6 (Introduction)). During its hearings, however, a number of programme managers, including from among the regional commissions, indicated that the reduction in resources would have an impact on the functioning of the offices concerned, even if not directly on mandate delivery. **As highlighted in chapter I, paragraph 16, the Committee expects that steps will be taken to mitigate any unintended consequences, so that mandate delivery is not adversely affected and also that any change in the overall level of support to Member States is avoided.**

Posts

V.5 The net effect of the staffing proposals being made with regard to the regional commissions is outlined in table V.2. Overall, the proposals would reduce the number of posts by a total of 27 posts from four of the regional commissions. The Advisory Committee notes that the decrease in post resources for the regional commissions in the next biennium results from the proposed abolition of 31 posts, which is partly offset by proposals for four new posts, three at the Economic and Social Commission for Western Asia (ESCWA) (2 D-1 and 1 P-5) and one at ESCAP (D-1).

Table V.2
Proposed staffing changes in 2012-2013 at the regional commissions

	Professional and above	*GS and related*	*Total*
Section 18A, ECA	1	(1)	0
Section 19, ESCAP	(6)	(1)	(7)
Section 20, ECE	(5)	(2)	(7)
Section 21, ECLAC	(8)	(4)	(12)
Section 22, ESCWA	3	(4)	(1)
Total	**(15)**	**(12)**	**(27)**

V.6 The Advisory Committee has commented on the abolition of posts in the proposed programme budget, and specifically on the high proportion of Professional posts that are proposed for abolition at the regional commissions (see chap. I, paras. 72-76). The Committee notes that of the 31 posts proposed for abolition at the regional commissions, 12 are at the P-2 level and 6 are at the P-3 level, entry-level posts open to candidates from the young professionals programme. **As highlighted in chapter I, paragraph 88, the Committee has concerns with the proposed reduction of entry-level Professional posts and considers that its comments are of particular relevance to the regional commissions.**

V.7 The Advisory Committee recalls that in his report on development-related activities relating to the biennium 2008-2009 (A/62/708) the Secretary-General proposed a significant strengthening of a number of budget sections, including proposals for 87 new posts for the regional commissions. Following consideration of his report, the General Assembly approved a total of 60 new posts for the regional commissions in its resolution 63/260 (see table V.3). As noted in paragraph V.5 above, the proposals being put forward in the proposed programme budget for the biennium 2012-2013 would result in a net reduction of 27 posts for the regional commissions, including the abolition of two posts approved under resolution 63/260 for section 20, Economic development in Europe (1 P-4 and 1 P-3). The Committee has reflected concerns expressed by some programme managers of the regional commissions regarding the possible impact of the proposed staffing reductions in the individual sections in the present report and has noted the assurances of the Secretary-General that mandates will be delivered in full (see also chap. I, para. 25).

Table V.3

Posts approved for the regional commissions for development-related activities under General Assembly resolution 63/260

	Professional and above	*General Service and related*	*Total*
Section 18A, ECA	6	13	19
Section 19, ESCAP	9	2	11
Section 20, ECE	4	—	4
Section 21, ECLAC	18	2	20
Section 22, ESCWA	5	1	6
Total	**42**	**18**	**60**

V.8 Upon enquiry, the Advisory Committee was provided with the status of vacancies for all categories of personnel at the regional commissions as of 31 May 2011, which is presented in table V.4. The Committee notes that the current vacancy rates for Professional posts at four of the regional commissions, and in particular ECA (20.2 per cent), are significantly higher than the average vacancy rate for the Organization as a whole (6.0 per cent). While the vacancy rates for General Service and related posts were generally lower than the Organizational average of 5.5 per cent, the rate of 14 per cent at ECA was significantly higher. **The Committee has expressed its concerns in chapter I, paragraph 90 above with regard to the persistent high vacancy rates in a number of offices. The Committee has also**

reiterated its view that the continuing need for long-vacant posts should be reviewed on an ongoing basis and, in particular, before proposals for new posts are put forward to the General Assembly. The Committee remains concerned at the continuing high vacancy rates for Professional posts at the regional commissions.

Table V.4
Vacancy rates at the regional commissions as at 31 May 2011

	Professional and above	*General service and related*	*Total*
Section 18A, ECA	20.2	14.0	16.6
Section 19, ESCAP	10.9	1.6	5.7
Section 20, ECE	7.2	2.7	5.5
Section 21, ECLAC	4.6	1.1	2.6
Section 22, ESCWA	9.6	2.1	5.4

Non-post resources

V.9 The Secretary-General proposes non-post resources in the amount of $129,749,800 under part V for the biennium 2012-2013, reflecting a decrease of $4,560,600, or 3.4 per cent, compared to the biennium 2010-2011.

V.10 For the five regional commissions, including the Regional Commissions New York Office, the Secretary-General proposes non-post resources in the amount of $77,503,600 for the biennium 2012-2013, reflecting a decrease of $4,560,600, or 5.6 per cent, compared to the biennium 2010-2011. The Advisory Committee notes that no decrease is proposed in the non-post resources under section 23, Regular programme of technical cooperation in the biennium 2012-2013. The resources requested for the regional commissions, by object of expenditure, are summarized in table V.8 at the end of the present section. The decreased requirement for non-post resources at the regional commissions is due mainly to reduced requirements under: other general operating expenses ($1,840,800) attributable to lower rental costs at several regional commissions; supplies and materials ($1,384,500); and furniture and equipment ($1,766,200) attributable to the delayed replacement of furniture and office automation equipment at a number of regional commissions. **The Committee notes the overall decrease in non-post resources that is proposed and welcomes the reductions achieved, in particular through the delayed replacement of office automation equipment. The Committee is of the view, however, that the period of retention should be kept under review to ensure that additional costs are not incurred, for example, through higher maintenance costs.**

V.11 The Advisory Committee notes that resources are proposed to increase under a number of objects of expenditure in the sections pertaining to the regional commissions, including consultants (by $66,400); official travel of staff (by $271,300); and contractual services (by $79,100). The Committee has commented on the issue of travel in chapter I above. **Given the Secretary-General's call for budgetary restraint, the Committee would have expected the requirement of the regional commissions for official travel to decrease. The Committee expects that the maximum use of staff from the subregional offices of the commissions**

would be made, either to reduce the need for travel or, where the travel of a senior representative is required, to provide the necessary support and thereby minimize the need for the travel of accompanying staff. In addition, the Committee notes that under the regular programme of technical cooperation, the level of resources for the official travel of staff is proposed to be increased by $1,735,900, or 36.1 per cent.

Monitoring and evaluation

V.12 In accordance with paragraph 20 of General Assembly resolution 58/269, information is provided in the budget section of each regional commission on the estimated resources which will be devoted to monitoring and evaluation activities in the biennium 2012-2013. This information is summarized in table V.5.

Table V.5

Estimated resource requirements of the regional commissions for monitoring and evaluation activities

(Thousands of United States dollars)

Budget section	*Regular budget*	*Extrabudgetary*	*Total*
18, Economic and social development in Africa	2 536.3	714.0	3 250.3
19, Economic and social development in Asia and the Pacific	3 616.8	430.2	4 047.0
20, Economic development in Europe	822.0	6.0	828.0
21, Economic and social development in Latin America and the Caribbean	718.4	212.5	930.9
22, Economic and social development in Western Asia	663.0	148.4	811.4
Total	**8 356.5**	**1 511.1**	**9 867.6**

V.13 The Advisory Committee notes that the provision of $9.9 million for monitoring and evaluation activities of the regional commissions under all sources of funding represents 17.2 per cent of the total provision of $57.3 million for such activities in the overall proposed programme budget. **Given the importance of regular monitoring and evaluation of programme activities, the Advisory Committee welcomes the focus on this area by the regional commissions.**

V.14 The Advisory Committee notes, however, a significant variation between the regional commissions in the level of resources assigned for monitoring and evaluation. For example, although the overall level of proposed resources for ECLAC exceeds that of ESCAP, the latter regional commission is indicated as devoting four times the level of resources to monitoring and evaluation activities.

V.15 The Advisory Committee notes that, in the case of all the regional commissions, no information was provided in the budget document on either the monitoring and evaluation activities carried out to date or the planned activities for the biennium 2012-2013. **The Committee has expressed its concerns in chapter I with regard to the information provided on monitoring and evaluation activities in the proposed programme budget as a whole. The Committee expects that information on both completed and planned monitoring and**

evaluation activities will be included in the proposals for each regional commission for the biennium 2014-2015.

Coordination and cooperation among the regional commissions

V.16 The Advisory Committee recalls that the General Assembly, in its resolution 63/260, encouraged the Secretary-General to enhance the coordination of the United Nations development system with a view to ensuring greater synergies, effectiveness, efficiency and coherence of efforts in the delivery of its social, economic and development mandates and requested him to report on the implementation of the resolution in the context of the proposed programme budget for the biennium 2012-2013. The General Assembly also requested the Secretary-General to report on and to share among the regional commissions the lessons learned through the strengthening of the subregional offices of ECA and the establishment of new subregional offices by ESCAP and ECE, and to exchange best practices in coping with emerging issues, such as the global economic crisis and climate change. The Committee notes that a number of initiatives were undertaken to implement joint activities in subregions served by two regional commissions. **The Committee encourages these efforts and recommends that the General Assembly request the Secretary-General to ensure that the regional commissions deepen their mutual cooperation and coordinate their activities with United Nations resident coordinators and, where applicable, with peacekeeping missions.**

Administrative support

V.17 The Advisory Committee was provided, upon enquiry, with information on the cost of the provision of administrative services and of the programme of work in comparison with the total budget for 2012-2013 for each of the regional commissions. This information is set out in table V.6. The proportion of the cost of administrative services, comprising programme support, policymaking organs and executive direction and management, of the total budget for the regional commissions will increase from 45.6 per cent in the biennium 2010-2011 to 46.7 per cent in the biennium 2012-2013. The Committee notes that the increase is due mainly to the cost of administrative support, inclusive of the estimated cost of the administrative support provided by the United Nations Office at Geneva for ECE, which reflects an increase from 46.7 per cent of the total cost of section 20 in the biennium 2010-2011 to 52.4 per cent. The Committee notes that conference services estimated to be provided to ECE in 2012-2013 will amount to $27,171,300, as compared to $19,386,000 in the biennium 2010-2011, an increase of 40.2 per cent. **The Committee recalls that it had encouraged the regional commissions to continue their efforts to improve the ratio between programme support costs and programme of work costs by allocating more resources to the substantive activities of the programme of work. Given the significant increase in the cost of services provided to ECE by the United Nations Office at Geneva reflected in the proposed programme budget, the Committee considers that the cost of those services should be further analysed.**

Table V.6

Ratio of administrative support costs and programme of work costs to total resources (regular budget)

(Thousands of United States dollars)

Component	*Regional Commissions New York Office 18B*	*ECA 18A*	*ESCAP 19*	*ECE 20*	*ECLAC 21*	*ESCWA 22*	*Total*
A. Policymaking organs	—	633.20	1 034.70	—	1 288.80	145.00	3 101.70
B. Executive direction and management	—	10 981.70	5 927.40	8 056.50	6 300.40	4 018.10	35 284.10
C. Programme of work	—	68 815.40	51 310.70	49 073.30	59 848.50	32 253.90	261 301.80
D. Programme support	1 895.60	38 520.80	38 530.10	6 623.00	39 789.30	26 355.60	151 714.40
Subtotal	**1 895.60**	**118 951.10**	**96 802.90**	**63 752.80**	**107 227.00**	**62 772.60**	**451 402.00**
E. Programme support provided by other offices				39 280.8[a]			39 280.8
Total[b]				**103 033.6**			**490 682.8**
Administrative support (percentage)							
2010-2011		43.4	47.1	46.7	43.6	47.9	45.6
2012-2013	—	42.2	47	52.4	44	48.6	46.7
Programme of work (percentage)							
2010-2011		56.6	52.9	53.3	56.4	52.1	54.4
2012-2013	—	57.8	53	47.6	56	51.4	53.3

[a] Programme support provided by the United Nations Office at Geneva, including $10,823,700 under section 28E, Administration, Geneva, for administration and general services, $1,285,600, also under section 28E, for library services and $27,171,500 under section 2, General Assembly and Economic and Social Council affairs and conference management.

[b] Components A, B, D and E.

Extrabudgetary resources

V.18 The expenditure for 2008-2009 and the estimates for 2010-2011 and 2012-2013 under extrabudgetary resources for the regional commissions are provided in table V.7. The Advisory Committee notes that the trend of growth in extrabudgetary resources is uneven among the regional commissions and that, for ECE and ESCWA, it is anticipated that extrabudgetary resources will decline. **Given the importance of extrabudgetary resources in complementing the financing of activities by the regular budget, the Committee encourages the regional commissions to intensify their efforts to raise extrabudgetary resources.**

Table V.7

Extrabudgetary resources of the regional commissions

(Thousands of United States dollars)

	2008-2009 actual	*2010-2011 estimated*	*2012-2013 projected*
Section 18A, ECA	21 525.3	36 002.8	44 773.6
Section 19, ESCAP	27 196.8	30 218.2	32 619.0
Section 20, ECE	25 651.5	31 736.4	25 012.7
Section 21, ECLAC	28 627.0	29 500.0	30 000.0
Section 22, ESCWA[a]	5 437.7	9 588.6	7 799.5
Total	**108 438.3**	**137 046.0**	**140 204.8**

[a] Revised projection for the bienniums 2010-2011 and 2012-2013 provided to the Advisory Committee during its consideration of section 22, Economic and social development in Western Asia.

Table V.8

Comparison of resources for the regional commissions by object of expenditure, 2010-2011 and 2012-2013

(Thousands of United States dollars)

	Section 18A, ECA		*Section 18B, Regional Commissions New York Office*		*Section 19, ESCAP*		*Section 20, ECE*		*Section 21, ECLAC*		*Section 22, ESCWA*		*Total*		
	2010-2011	*2012-2013*	*2010-2011*	*2012-2013*	*2010-2011*	*2012-2013*	*2010-2011*	*2012-2013*	*2010-2011*	*2012-2013*	*2010-2011*	*2012-2013*	*2010-2011*	*2012-2013*	*Difference*
Posts	86 041.3	86 124.6	1 784.2	1 784.2	85 304.1	83 677.9	61 076.1	59 488.0	91 891.9	89 762.7	52 802.9	53 061.0	378 900.5	373 898.4	(5 002.1)
Other staff costs	3 428.2	3 445.0	17.8	17.8	1 670.5	1 650.1	250.9	250.9	2 235.7	2 263.6	985.8	973.4	8 588.9	8 600.8	11.9
Consultants	1 211.0	1 296.7	—	—	394.7	440.0	366.3	329.6	723.5	729.5	685.3	651.4	3 380.8	3 447.2	66.4
Experts	2 962.2	2 989.5	—	—	563.8	505.3	29.5	29.5	705.1	746.1	1 052.3	1 054.2	5 312.9	5 324.6	11.7
Travel of staff	2 539.3	2 724.3	35.1	35.1	1 430.7	1 460.9	963.3	963.3	1 789.7	1 817.6	615.3	643.5	7 373.4	7 644.7	271.3
Contractual services	4 570.6	4 415.7	24.4	24.4	930.4	955.3	652.5	611.3	1 720.1	1 802.1	1 250.5	1 418.8	9 148.5	9 227.6	79.1
General operating expenses	8 784.9	7 725.3	13.1	13.1	5 374.3	5 338.0	66.9	61.9	8 013.4	7 506.4	3 583.4	3 350.5	25 836.0	23 995.2	(1 840.8)
Hospitality	34.8	34.8	1.5	1.5	35.1	35.1	23.0	23.0	33.9	30.7	24.8	24.8	153.1	149.9	(3.2)
Supplies and materials	4 162.4	2 981.0	4.9	4.9	927.1	1 033.9	253.9	180.6	1 301.9	1 287.2	885.6	663.7	7 535.8	6 151.3	(1 384.5)
Furniture and equipment	6 512.2	5 675.5	14.6	14.6	1 689.8	1 700.1	518.3	468.3	1 714.7	1 281.1	1 002.8	546.6	11 452.4	9 686.2	(1 766.2)
Grants and contributions	1 520.0	1 538.7	—	—	6.3	6.3	1 346.4	1 346.4	—	—	409.7	384.7	3 282.4	3 276.1	(6.3)
Total	**121 766.9**	**118 951.1**	**1 895.6**	**1 895.6**	**98 326.8**	**96 802.9**	**65 547.1**	**63 752.8**	**110 129.9**	**107 227.0**	**63 298.4**	**62 772.6**	**460 964.7**	**451 402.0**	**(9 562.7)**

Section 18
Economic and social development in Africa

Section 18A
Regional commission

Proposal submitted by the Secretary-General	$118,951,100[a]
Revised appropriation for 2010-2011	$121,766,900
Projected extrabudgetary resources	$44,773,600

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

V.19 The regular budget resources requested by the Secretary-General for section 18A for the biennium 2012-2013 amount to $118,951,100, before recosting, representing a decrease of $2,815,800, or 2.3 per cent, compared to the biennium 2010-2011 (A/66/6 (Sect. 18), para. 18A.14). The requested resources are supplemented by those of the regular programme of technical cooperation and the Development Account (see also sects. 23 and 36 below).

V.20 Table V.9 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for 2012-2013. The table also shows extrabudgetary posts proposed for 2012-2013.

Table V.9
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	553	1 USG, 1 D-2, 15 D-1, 42 P-5, 71 P-4, 75 P-3, 29 P-2/1, 304 LL, 2 FS, 13 NO
Proposed for 2012-2013	553	1 USG, 1 D-2, 15 D-1, 42 P-5, 72 P-4, 75 P-3, 29 P-2/1, 303 LL, 1 FS, 14 NO
Reclassification	2	1 FS to P-4 and 1 LL to NO under programme support
Redeployments	22	1 P-5 and 3 P-3 to subprogramme 1 from subprogramme 10
		1 P-4 and 1 LL to subprogramme 1 from subprogramme 5
		1 P-5, 2 P-3, 1 P-2 and 1 LL to subprogramme 5 from subprogramme 1
		1 P-5 and 1 LL to subprogramme 9 from subprogramme 4
		1 P-4 to programme support from subprogramme 7 (a)
		1 P-4 to programme support from subprogramme 4

	Posts	*Level*
		2 P-4, 1 NO and 4 LL to programme support from executive direction and managements
Extrabudgetary		2 D-1, 5 P-5, 9 P-4, 11 P-3, 2 P-2/1, 83 LL, 2 NO
Proposed for 2012-2013	114	2 D-1, 5 P-5, 9 P-4, 11 P-3, 2 P-2/1, 83 LL, 2 NO

Comments and recommendations on posts

V.21 The Secretary-General proposes the continuation of 553 posts under the regular programme budget for the biennium 2012-2013. No additional posts are being requested for ECA for the biennium 2012-2013.

Reclassifications

V.22 Under programme support, it is proposed to reclassify one Field Service post to the P-4 level. The incumbent of this post would head the Telecommunications Services Unit with responsibility for planning and directing major telecommunications projects, ensuring effective coordination with other United Nations agencies, liaising with external service providers and proposing appropriate connectivity solutions. In addition, it is proposed to reclassify one Local level post to the National Officer level for a Facilities Management Officer to provide technical documentation, design preparation and administrative support in the management of ECA facilities, and to provide the required value engineering for the lighting, the heating, ventilation and air conditioning, and architectural-related installations (ibid., para. 18A.117). **The Advisory Committee has no objection to the proposed reclassifications.**

Comments and recommendations on non-post resources

V.23 The Secretary-General proposes non-post resources for the biennium 2012-2013 in the amount of $32,826,500, reflecting a decrease of $2,899,100, or 8.1 per cent, compared to the biennium 2010-2011. The decrease reflects the net effect of increases under other staff costs ($16,800), consultants ($85,700), experts ($27,300) and official travel of staff ($185,000), and decreased requirements under contractual services ($154,900), in particular specialized services and language training services; general operating expenses ($1,059,600), mainly attributable to a reduction of $1,086,500 in utility costs; supplies and materials ($1,181,400), based on the consumption pattern of previous periods; furniture and equipment ($836,700), due mainly to the delayed replacement of furniture and equipment ($670,000) and office automation equipment ($763,800), offset in part by additional requirements for software packages ($338,700). **The Advisory Committee recommends approval of the Secretary-General's proposals for non-post resources.**

General comments and recommendations

Publications

V.24 The Secretary-General indicates that an in-depth review of publications as a part of the programme of work was undertaken in the context of each subprogramme, and that it was anticipated that a total of 107 recurrent and non-recurrent publications would be issued in the biennium 2012-2013, as compared to 102 in 2010-2011 (ibid., table 18A.3). The Advisory Committee was informed that the publications would be produced in English and in French. **The Committee encourages the Commission to consider the issuance of its publications in other languages of the region, if this is deemed likely to increase their impact, as resources permit.**

Monitoring and evaluation

V.25 The Secretary-General indicates that, pursuant to General Assembly resolution 58/269, resources identified for the conduct of monitoring and evaluation are estimated at $3,250,300, including $2,536,300 from the regular budget, equivalent to 2.1 per cent of the total resources proposed for the Commission for 2012-2013. The comments and recommendations of the Advisory Committee on the proposals of the Secretary-General relating to monitoring and evaluation at the five regional commissions are contained in paragraphs V.12 to V.15 above. The Committee notes the significant resources devoted to monitoring and evaluation activities at ECA. The Committee has commented further on the issue of monitoring and evaluation in chapter I above. **While welcoming the Commission's continued focus on this important function, the Committee points out, however, that the proposed programme budget does not provide sufficient information on the results of monitoring and evaluation activities carried out to date at ECA or on the evaluation plan for 2012-2013 for which these resources will be utilized. The Committee expects that the proposed programme budget for 2014-2015 will contain such information.**

Business continuity

V.26 The Advisory Committee recalls that, in resolution 64/243, the General Assembly requested the Secretary-General to submit a fully justified proposal for post and non-post resources in relation to the work currently under way on business continuity management in the context of the proposed programme budget for the biennium 2012-2013. In this regard, the Committee notes that the proposed programme budget for ECA contains proposals totalling $1,109,200 which are directly related to business continuity management. The Committee has commented further on the issue of business continuity in chapter I above.

Support to the New Partnership for Africa's Development and strengthening of subregional offices

V.27 The Advisory Committee recalls its recommendation that the areas in which complementarities exist between section 11, United Nations support for the New Partnership for Africa's Development (NEPAD), and section 18A, Economic and social development in Africa, should be clearly identified and reported in future programme performance reports and budget submissions (A/64/7, para. V.27). The Secretary-General indicates that measures have been taken in a number of areas in this regard (A/66/6 (Sect. 18), para. 18A.6). The Secretary-General also states that inter-agency coordination and collaboration among United Nations system agencies working in Africa will be strengthened through the regional consultation meetings of those agencies convened by ECA in support of the priorities of NEPAD (ibid., para. 18A.8).

V.28 The Advisory Committee also recalls that it recommended that an assessment of the effectiveness of the strengthening of the subregional offices should be provided in the 2012-2013 budget submission, following measures implemented to strengthen ECA subregional offices in the biennium 2008-2009 (A/64/7, para. V.26). The Secretary-General states that the results of an independent external evaluation of the five subregional offices conducted in January 2010 confirmed that the strengthening of the subregional offices initiated in 2006 had largely succeeded (A/66/6 (Sect. 18), table 18A.40). Upon enquiry, the Committee was informed that the independent external evaluation had been undertaken by consultants and that the recommendations of the external evaluation had been endorsed by the Commission in its resolution 874(XLIII). **The Committee welcomes the progress made in this process and requests that continuous impact assessments be carried out in this regard and reported in future budget submissions (see also paras. V.29 and V.30 below).**

Follow-up on the repositioning of the Commission

V.29 The Secretary-General indicates that ECA continues to make progress in achieving the objectives of the repositioning exercise begun in 2006, which has been fine-tuned through the clustering together of related areas of work and the development of enhanced synergies, coherence and complementarities between the respective units (ibid., para. 18A.6). In particular, ECA subregional offices have been strengthened and partnerships with other key development organizations operating in Africa improved, notably with the African Union Commission, the African Development Bank and major regional economic communities.

V.30 The Secretary-General indicates that after nearly five years of implementation of the reform programme, lessons drawn from various reviews and assessments have identified a number of factors that continue to prevent ECA from realizing its full potential as a leading development organization in Africa, including: inadequate linkages between analytical and operational activities; inadequate internal collaboration in delivering flagship outputs; and the non-optimal utilization of the skill mix and broad range of experience available in the Commission (ibid., para. 18A.10). **The Advisory Committee considers that the factors highlighted by the Secretary-General are internal to ECA itself and it is within the purview of its management to address them fully. The Committee expects that information on the remedial measures taken will be provided in the context of the proposed programme budget for the biennium 2014-2015.**

Recruitment and staffing

V.31 The Advisory Committee was informed that, as at 31 May 2011, 48 Professional posts and 45 General Service posts were vacant at ECA, representing a vacancy rate of 20.2 per cent for Professional staff and 14 per cent for General Service staff. Upon enquiry, the Committee was informed that intensive efforts were being made to reduce those rates and that recruitment was in its final stage for a number of posts. As a result, the Committee was also informed, it was expected that the vacancy rate would be significantly reduced in the forthcoming months.

V.32 **Notwithstanding the assurances provided, the Advisory Committee remains concerned at the persistently high vacancy rates at ECA. The current**

level of vacancies there is significantly higher than at the time of the Committee's consideration of the programme budget for the biennium 2010-2011. The Committee requests that the root causes of the high vacancy rates be seriously addressed by the Commission, with the support of the Office of Human Resources Management, with a view to ensuring that sustainable strategies are put in place. The comments and recommendations of the Advisory Committee on the continuing need for long-vacant posts are contained in chapter I, paragraph 92, which it finds relevant in the case of ECA. The Committee further requests that the General Assembly be provided with updated information on the current status of existing vacancies and remedial action taken at the time of its consideration of the Secretary-General's proposed programme budget for 2012-2013.

Extrabudgetary resources

V.33 The Secretary-General indicates that the projected extrabudgetary resources $44,773,600 in the biennium 2012-2013 will be mobilized mostly from bilateral sources under agreements between ECA and global and regional institutions and organizations concerned with African development. The Advisory Committee notes that the number of posts to be financed from extrabudgetary resources in 2012-2013 is given as 114, a reduction of 15 compared with the number of posts so financed in the biennium 2010-2011 (A/66/6 (Sect. 18), table 18A.6). The amount of projected extrabudgetary resources in the biennium 2012-2013 represents an increase of $8,770,800 over the level of such resources for the biennium 2010-2011 (ibid., para. 18A.16). **The Committee welcomes the increased efforts to mobilize extrabudgetary funds.**

Section 18B
Regional Commissions New York Office

Proposal submitted by the Secretary-General	$1,895,600[a]
Revised appropriation for 2010-2011	$1,895,600

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

V.34 The regular budget resources requested by the Secretary-General for section 18B amount to $1,895,600 before recosting, the same level of resources as in the biennium 2010-2011 (A/66/6, table 18B.2).

V.35 Table V.10 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for 2012-2013.

Table V.10
Staffing resources

	Posts	Level
Regular budget		
Approved for 2010-2011	6	1 D-1, 1 P-5, 1 P-4, 1 P-3, 2 GS (OL)
Proposed for 2012-2013	6	1 D-1, 1 P-5, 1 P-4, 1 P-3, 2 GS (OL)

V.36 **The Advisory Committee recommends approval of the proposal of the Secretary-General for the Regional Commissions New York Office for the biennium 2012-2013.**

General comments

Results-based budgeting

V.37 The Advisory Committee notes that the Secretary-General has introduced a results-based-budgeting framework for section 18B, Regional Commissions New York Office, for the biennium 2012-2013. Upon enquiry, the Committee was informed that the relevant data for the performance measures under the indicators of achievement for the bienniums 2008-2009 and 2010-2011 had been maintained by the Regional Commissions New York Office, though not formally presented in previous programme budgets. **The Committee welcomes the introduction of the results-based-budgeting framework for section 18B, Regional Commissions New York Office, for the biennium 2012-2013, which will provide the General Assembly with benchmarks against which to measure performance.**

Section 19
Economic and social development in Asia and the Pacific

Proposal submitted by the Secretary-General	$96,802,900[a]
Revised appropriation for 2010-2011	$98,326,800
Projected extrabudgetary resources	$32,619,000

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

V.38 The regular budget resources requested by the Secretary-General for section 19 amount to $96,802,900 before recosting, representing a decrease of $1,523,900, or 1.5 per cent, compared with the biennium 2010-2011 (see A/66/6 (Sect. 19), table 19.5). The requested resources are supplemented by those of the regular programme of technical cooperation and the Development Account (see also sects. 23 and 36 below). In addition, extrabudgetary resources estimated at $32,619,000 will be utilized.

V.39 Table V.11 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding the regular budget posts for 2012-2013.

Table V.11
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	440	1 USG, 1 D-2, 13 D-1, 36 P-5, 57 P-4, 50 P-3, 35 P-2/1, 244 LL, 3 NO
Proposed for 2012-2013	433	1 USG, 1 D-2, 14 D-1, 36 P-5, 57 P-4, 45 P-3, 33 P-2/1, 244 LL, 2 NO
New	1	1 D-1 for subprogramme 8
Abolitions	8	5 P-3, 2 P-2, 1 NO
Redeployments	3	1 P-3 to executive direction and management from programme support
		1 P-3 to subprogramme 1 from subprogramme 5
		1 LL to subprogramme 8 from programme support
Extrabudgetary		
Proposed for 2012-2013	103	2 D-1, 3 P-5, 14 P-4, 14 P-3, 3 P-2/1, 66 LL, 1 NO

Comments and recommendations on posts

V.40 The Advisory Committee notes that a total of 433 posts is proposed for the biennium 2012-2013 under the regular budget, reflecting a net decrease of seven posts compared with 2010-2011. As further explained in the paragraphs below, the Secretary-General's proposals include the establishment of one new post at the D-1 level and the abolition of eight posts (5 P-3, 2 P-2 and 1 National Officer).

New post

V.41 The Secretary-General proposes the establishment of one D-1 post of Head of Office for the Subregional Office for North and Central Asia, Almaty, Kazakhstan, in order to strengthen that office as an important mechanism for subregional cooperation and the coordination of international projects; and to ensure that the priority areas identified by the Ad Hoc Intergovernmental Meeting on the New ESCAP Subregional Offices for East and North-East Asia, North and Central Asia, and South and South-West Asia are fully supported (A/66/6 (Sect. 19), para. 19.92).

V.42 Upon enquiry, the Advisory Committee was informed that the Commission, at its sixty-sixth session, in May 2010, had noted the heavy workload of the Subregional Office for North and Central Asia and the areas of subregional cooperation under its responsibility, as well as the need for consistency in staffing levels among the subregional offices in order to balance the workload. The Committee was also informed that the Commission, in its resolution 66/13, had requested the Executive Secretary of ESCAP to strengthen and support the implementation of the Special Programme for the Economies of Central Asia; to implement the Almaty Programme of Action; to assist landlocked countries and transit countries in promoting reciprocal arrangements for transit transport; and to strengthen the role and capacity of the Subregional Office for North and Central Asia as an important mechanism for subregional cooperation and the coordination of international projects. The Committee was further informed that the Special Programme for the Economies of Central Asia was a collaborative programme of ESCAP and ECE, with project working groups focused on the areas of transport and border crossing; water and energy resources; information and communications technology for development; statistics; trade; and gender and economy.

V.43 **The Advisory Committee has no objection to the Secretary-General's proposal for the establishment of a new D-1 post. The Committee expects that the establishment of such a post would strengthen the collaborative development activities jointly implemented by ESCAP and ECE under the Special Programme for the Economies of Central Asia.**

Abolitions

V.44 The Secretary-General proposes the abolition of eight posts under programme support, as follows:

(a) Five P-3 Translators/Interpreters (two French, two Russian and one Chinese) in the Conference and Documentation Service (ibid., para. 19.107);

(b) One P-2 Associate Librarian in the Conference and Documentation Service (ibid.);

(c) One P-2 Associate Programme Management Officer in the Programme Management Division (ibid.);

(d) One National Officer in the Central Support Services Section, Protocol Office (ibid.).

V.45 Upon enquiry, the Advisory Committee was informed that the proposed abolitions had resulted from a review of various options in order to implement the Secretary-General's request for a 2012-2013 budget that was 3 per cent below the approved level of the budget outline. The Committee was also informed that the abolitions had been restricted to the area of programme support so as not to reduce the resources for the ESCAP programme of work.

V.46 The Advisory Committee notes that the proposed abolitions include five P-3 posts of Translator/Interpreter in the Conference Management and Documentation Service. Upon enquiry, the Committee was informed that the proposed abolitions would amount to a 30 per cent reduction in the 17 existing language posts, which would have the following negative consequences:

(a) A reduction of approximately 30 per cent in the volume of documents translated for the legislative and intergovernmental bodies, or a withdrawal of such services from some of the bodies to enable the major ones, such as the ESCAP Commission and the eight ESCAP committees, to function at full capacity;

(b) ESCAP may not be able to translate non-legislative documents or provide translation services for expert group meetings for which translation is not mandatory;

(c) The Chiefs of the language units, who are the unit revisers, would have to do more translation and less revision or alternatively allow all their staff to be self-revising translators.

V.47 The Advisory Committee notes the adverse impact of the proposed post abolitions on the capacity of ESCAP to deliver translation and interpretation services, which are essential for the functioning of the intergovernmental bodies. At the same time, the Committee notes that the proposed budget does not reflect any remedial measures, such as a provision for general temporary assistance, to help offset the anticipated reductions in translation and interpretation capacity. **While the Committee does not object to the proposed abolition of posts, it recommends that the General Assembly request the Secretary-General to take appropriate measures to mitigate any negative impact and to report thereon in the performance reports for the biennium 2012-2013, taking into account the relevant General Assembly resolutions on multilingualism.**

Recruitment and staffing

V.48 During its consideration of the Secretary-General's proposals, the Advisory Committee was provided with information showing that there were 25 vacant posts at ESCAP as at 31 May 2011. Upon enquiry, the Committee was informed that every effort was being made to fill the posts and that recruitment for a number of those posts was in progress. In that regard, the Committee was also informed that six of the posts had already been filled and that candidates were under evaluation for eight other posts. It was further explained that the National Competitive Recruitment Examination roster was being reviewed to identify candidates for four vacant P-2 posts. **The Committee emphasizes that vacant posts should be filled in a timely manner.**

Comments and recommendations on non-post resources

V.49 The Secretary-General proposes non-post resources for the biennium 2012-2013 in the amount of $13,125,000, reflecting an increase of $102,300 or 0.8 per cent, compared with 2010-2011. The increase is mainly due to provisions for business continuity under supplies and materials ($106,800) and consultants ($45,300), partially offset by reduced requirements for expert group meetings ($58,500). **The Advisory Committee recommends acceptance of the Secretary-General's proposal for non-post resources.**

General comments and recommendations

Business continuity

V.50 The Advisory Committee recalls General Assembly resolution 64/243, in which the Assembly requested the Secretary-General to submit a fully justified proposal for post and non-post resources in relation to the work currently under way on business continuity management in the context of the proposed programme budget for the biennium 2012-2013. In this regard, the Committee notes that the proposed programme budget for ESCAP contains proposals totalling $541,700 which are directly related to business continuity management. The Committee has commented further on the issue of business continuity in chapter I above.

Subregional offices

V.51 Upon enquiry the Advisory Committee was provided with an overview of the work of the ESCAP subregional offices. The Committee was informed that the work of the subregional offices is under the overall coordination of the Deputy Executive Secretary of ESCAP, and that they have a mandate to strengthen the presence and strategic position of ESCAP at the subregional level, enabling better targeting and delivery of programmes that address specific key priorities of member States in the subregions. The Committee was further informed that the offices provide an important geographical platform for strengthening subregional cooperation on key economic and social development issues, ensuring a reflection of subregional needs and perspectives in the promotion of broader regional cooperation in Asia and the Pacific. It was also explained that the work of the subregional offices extends to supporting capacity development through technical cooperation, including South-South cooperation and triangular development cooperation among ESCAP member States.

V.52 In this connection, the Advisory Committee recalls that in 2009 the General Assembly approved 11 new posts for ESCAP by its resolution 63/260, following consideration of the report of the Secretary-General on development-related activities (A/62/708). Upon enquiry, the Committee was provided with information on the impact of those 11 posts on ESCAP programme delivery. According to the information provided, four posts were intended for the establishment, in 2011, of the new Subregional Office for South and South-West Asia; three posts for establishing the now fully operational Subregional Office for East and North-East Asia; two posts for the establishment, later in 2011, of the new Subregional Office for North and Central Asia; and two posts for strengthening the already existing subregional office for the Pacific, the Pacific Operations Centre. The Committee was further informed that a fully operational Subregional Office for East and North-East Asia had demonstrated a significant impact on:

(a) ESCAP relations with member States in the subregion, through intensified interaction and consultation;

(b) The research and analytical capacity of ESCAP, as well as opportunities for ESCAP to intensify collaboration with major stakeholders, including civil society, subregional organizations and academic research institutes, which has led to the identification of new focus areas for the ESCAP substantive programme of work, with emphasis on subregion-specific challenges.

V.53 With regard to the status of the host country arrangements for the subregional offices, the Advisory Committee was informed that the Host Country Agreement, as well as the Administrative and Financial Agreement, between ESCAP and the Government of the Republic of Korea for the Subregional Office for East and North-East Asia were expected to be finalized in August 2011. It was indicated that the City of Incheon would provide rent-free office space and that the host Government would provide an annual contribution to finance operational and programme costs for a period of four years. The Committee was also informed that the Host Country Agreement between ESCAP and the Government of Kazakhstan for the Subregional Office for North and Central Asia had been signed in May 2011 and that the Administrative and Financial Agreement was expected to be finalized in July 2011. It was stated that the host Government would provide rent-free office space, a one-time contribution for set-up costs, as well as an annual contribution for operational costs. Regarding the Subregional Office for South and South-West Asia, the Advisory Committee was informed that the Host Country Agreement between ESCAP and the Government of India was expected to be signed in July 2011, while consultations regarding the Administrative and Financial Agreement were in progress at the time of the Committee's consideration of the Secretary-General's proposed programme budget. A one-time contribution for set-up costs and an annual contribution for operational costs have been pledged by the host Government. According to the representatives of the Secretary-General, the subregional office for the Pacific is an established ESCAP office, already having a Host Country Agreement, and an Administrative and Financial Agreement. **The Committee welcomes the progress made in the establishment of new and the strengthening of existing subregional offices, as well as the monetary and in kind contributions and pledges by the host Governments. The Committee reiterates its earlier opinion (A/64/7, para. V.14) that the lessons learned through the establishment of new offices should be shared among the regional commissions.**

Status of women

V.54 Upon enquiry, the Advisory Committee was provided with information on the status of and challenges facing women in the Asian and Pacific region indicating that factors such as biased macroeconomic and institutional structures, discriminatory laws and customs, and societal attitudes have contributed to the majority of the absolute poor being women. The Committee was informed that women are particularly vulnerable to exploitation, discrimination and violence, all of which exacerbate their experience of hardship. Among other issues, it was explained that the achievement of the Millennium Development Goals of the elimination of poverty and hunger, and the promotion of gender equality and women's empowerment were interdependent.

V.55 The Committee was further informed that ESCAP continues to play a leading role in the coordination of the United Nations system's work on gender equality and women's empowerment, as co-chair of the Asia-Pacific Regional Coordination Mechanism Thematic Working Group on Gender Equality and Women's Empowerment. ESCAP stated that, with its multidisciplinary focus, it had developed a programme of work aimed at strengthening the capacity of national women's institutions through a combination of regional and subregional activities, as well as building national capacity to generate gender statistics and reliable data. Furthermore, the Committee was informed that ESCAP was facilitating the mainstreaming of gender concerns across all of its substantive subprogrammes.

V.56 **The Advisory Committee welcomes the efforts being made by ESCAP to address the challenges faced by women in the region and emphasizes the importance of close cooperation with UN-Women in this regard.**

Section 20
Economic development in Europe

Proposal submitted by the Secretary-General	$63,752,800[a]
Revised appropriation for 2010-2011	$65,547,100
Projected extrabudgetary resources	$25,012,700

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

V.57 The regular budget resources requested by the Secretary-General for section 20 for the biennium 2012-2013 amount to $63,752,800 before recosting, representing a decrease of $1,794,300, or 2.7 per cent, compared to 2010-2011. The requested resources are supplemented by those of the regular programme of technical cooperation and the Development Account (see also sects. 23 and 36 below). The Secretary-General indicates that the estimated resources to be provided by the United Nations Office at Geneva to the Economic Commission for Europe for general, administrative, conference and library services during the biennium 2012-2013 amount to $39,280,800 (see A/66/6 (Sect. 20), table 20.7). In addition, extrabudgetary resources estimated at $25,012,700 will complement regular budget resources (see also para. V.66 below.)

V.58 The Advisory Committee was informed that, in the light of the Secretary-General's request that resources be reduced, some of the member States of ECE felt that the cuts were legitimate, given the current budgetary constraints at the country level, while others had expressed their concerns about the cuts. The Committee was also informed that ECE will undertake a thorough review of its priorities and strategic direction in the course of the biennium 2011-2012, the results of which will be submitted to the Commission in 2013 for final approval and will feed into the preparation of the next biennial budget cycle.

V.59 Table V.12 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for 2012-2013. The table also shows extrabudgetary posts proposed for 2012-2013.

Table V.12
Staffing resources

	Posts	Level
Regular budget		
Approved for 2010-2011	200	1 USG, 1 D-2, 9 D-1, 23 P-5, 34 P-4, 36 P-3, 21 P-2/1, 6 GS (PL), 69 GS (OL)
Proposed for 2012-2013	193	1 USG, 1 D-2, 9 D-1, 23 P-5, 33 P-4, 35 P-3, 18 P-2/1, 6 GS (PL), 67 GS (OL)
Abolitions	7	1 P-4, 1 P-3, 3 P-2 and 2 GS (OL)
Redeployments	6	1 D-1, 1 P-3 and 2 GS (OL) to executive direction and management from programme support 1 P-3 to subprogramme 1 from programme support 1 P-2 to subprogramme 2 from programme support
Extrabudgetary		
Proposed for 2012-2013	21	7 P-4, 6 P-3, 3 P-2/1 and 5 GS (OL)

Comments and recommendations on posts

V.60 The Secretary-General proposes the continuation of 193 posts under the regular programme budget for the biennium 2012-2013 and the abolition of seven posts, resulting in a reduction in the requirement for post resources of $1,588,100. These seven posts comprise one P-4 post under executive direction and management, identified for abolition following a review of the structure of the Office of the Executive Secretary; one P-3 post under programme support, which had been redeployed internally to subprogramme 1, Environment, in the biennium 2010-2011 and assigned to the Joint ECE-ESCAP Office for the Special Programme for the Economies of Central Asia in the new ESCAP Subregional Office for North and Central Asia in Almaty, Kazakhstan, as well as one General Service (Other level) post under subprogramme 1, Environment; one General Service (Other level) post under subprogramme 2, Transport; two General Service (Other level) posts under subprogramme 3, Statistics; and one P-2 under subprogramme 6, Trade (A/66/6 (Sect. 20), para. 20.15).

V.61 The Advisory Committee notes that ECE had received a total of four posts (2 P-4 and 2 P-3) under General Assembly resolution 63/260 on development-related activities, which, the Secretary-General indicates, has enabled ECE to strengthen support to countries with economies in transition, in particular low-income and landlocked countries, in their efforts to achieve internationally agreed development goals, including the Millennium Development Goals, and to ensure greater synergies and coherence between the normative and operational work of ECE subprogrammes (ibid., para. 20.12). Upon enquiry, the Committee was informed that two of the posts proposed for abolition in the biennium 2012-2013 were among those approved for ECE under resolution 63/260; they consisted of one P-4 post in the Development Policies and Cross-Sectoral Coordination Unit under executive direction and management and the P-3 post assigned to the ESCAP Subregional Office for North and Central Asia. The Committee was further informed that the functions of the P-4 post under executive direction and management would be absorbed by the remaining Professional posts assigned to the Unit (1 D-1 and

2 P-5) and that the functions of the P-3 post assigned to the ESCAP Subregional Office for North and Central Asia would be carried out by regional advisers financed under the regular programme of technical cooperation and through partnerships with other international and regional organizations, and with donors having a presence in Almaty. Upon enquiry, the Committee was informed that of the seven posts proposed for abolition in the biennium 2012-2013 four are currently vacant. **Taking into account the Secretary-General's assurances that there would be no negative impact on the implementation of mandates, the Committee has no objection to the Secretary-General's proposals regarding posts and recommends that the General Assembly keep this matter under review.**

Recruitment and staffing

V.62 The Advisory Committee recalls its previous observations on recruitment at ECE in which it encouraged ECE to make greater efforts to improve its target for the timely recruitment and placement of staff (A/64/7, para. V.49). The Secretary-General indicates in his report that, in 2010, ECE undertook a review of all steps of its recruitment and placement process, including those steps involving the Human Resources Management Service of the United Nations Office at Geneva, in order to identify existing bottlenecks and problem areas, as well as a review of the structure of its Executive Office. As a result of these reviews, ECE has restructured the human resource-related side of its Executive Office and has proposed a number of related redeployments in the proposed budget for the biennium 2012-2013 (A/66/6 (Sect. 20), table 20.28). **The Committee recognizes the support that the Human Resources Management Service of the United Nations Office at Geneva has provided to ECE in terms of the further training of its hiring managers to address problems identified in recruitment and placement.**

Vacancy rates

V.63 The Advisory Committee was informed that the vacancy rate at ECE as of 31 May 2011 was 7.2 per cent in respect of the Professional category and 2.7 per cent in respect of the General Service category. The comments and recommendations of the Committee on the proposals of the Secretary-General relating to recruitment at the five regional commissions are contained in paragraph V.8 above. **The Committee trusts that the internal measures taken by ECE will facilitate the recruitment process.**

Comments and recommendations on non-post resources

V.64 The Secretary-General proposes non-post resources for the biennium 2012-2013 in the amount of $4,264,800, reflecting a decrease of $206,200 compared to the 2010-2011 biennium, due mainly to decreased requirements under consultants ($36,700); contractual services ($41,200); general operating expenses ($5,000); supplies and materials ($73,300); and furniture and equipment ($50,000), related to efforts to critically review the replacement of information technology equipment. **The Advisory Committee recommends acceptance of the Secretary-General's proposal for non-post resources.**

General comments and recommendations

Monitoring and evaluation

V.65 The Secretary-General indicates that, pursuant to General Assembly resolution 58/269, resources identified for the conduct of monitoring and evaluation will amount to $828,000 in the biennium 2012-2013 (ibid., para. 20.17). The Secretary-General further indicates that the restructuring of the secretariat and subsequent establishment of the Programme Management Unit and the Development Policies and Cross-Sectoral Coordination Unit in the Office of the Executive Secretary in January 2011 will further enhance synergies and coherence between the normative and operational work of ECE subprogrammes and increase the effectiveness and efficiency of its work (ibid., para. 20.12). It is stated in the Secretary-General's report that the Programme Management Unit resulted from the merger of the Technical Cooperation Unit under programme support and the Programme Planning, Monitoring and Evaluation Unit under executive direction and management (ibid., para. 20.27), and that its core function is to provide overall coordination of the programme planning, programme performance assessment and evaluation of all ECE activities funded from the regular budget and extrabudgetary resources (ibid., para. 20.23 (b)). The comments and recommendations of the Advisory Committee on the proposals of the Secretary-General relating to monitoring and evaluation at the five regional commissions are contained in paragraphs V.12 to V.15 above. The Committee notes that the proposed programme budget does not provide information either on the results of monitoring and evaluation activities carried out to date at ECE, or on the evaluation plan for 2012-2013 for which the resources are requested. **The Committee requests that future programme budget submissions contain such information.** The Committee has commented further on the issue of monitoring and evaluation in chapter I above.

Extrabudgetary resources

V.66 The Secretary-General indicates that the projected extrabudgetary resources of $25,012,700 in the biennium 2012-2013, based on known and projected levels of contributions for new and continuing projects, will complement resources from the regular budget to finance various substantive and technical cooperation activities, including training, workshops, seminars and field projects. The Advisory Committee notes that extrabudgetary resources are projected to decrease in 2012-2013 by $6,770,800, or 21.2 per cent, compared to 2010-2011, and that the number of posts financed from extrabudgetary sources will decrease by three posts, or 12.5 per cent, to a total of 21 extrabudgetary posts, compared to 2010-2011. **The Committee trusts that ECE will continue to engage with the donor community to broaden its donor base.**

Section 21
Economic and social development in Latin America and the Caribbean

Proposal submitted by the Secretary-General	$107,227,000[a]
Revised appropriation for 2010-2011	$110,129,900
Projected extrabudgetary resources	$30,000,000

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

V.67 The regular budget resources requested by the Secretary-General for section 21 for the biennium 2012-2013 amount to $107,227,000 before recosting, representing a decrease of $2,902,900, or 2.6 per cent, compared to 2010-2011 (see A/66/6 (Sect. 21), para. 21.15). The requested resources are supplemented by those of the regular programme of technical cooperation and the Development Account (see also sects. 23 and 36 below). In addition, extrabudgetary resources estimated at $30,000,000 will be utilized (see also para. V.78 below).

V.68 The representatives of the Secretary-General informed the Advisory Committee that the reductions in the budget necessitated the abolition of posts, as decreases in non-post items had reached "a very delicate and risky edge". The Committee was further informed that it was proposed to accommodate the majority of the reductions within the programme support area under administration and under executive direction and management, while preserving the integrity of mandates and programme delivery on the substantive side. The Committee was informed that ECLAC, in formulating the budget, had strived to continue to be responsive to member States' development policy needs and the emerging challenges of the Latin American and Caribbean region in the eight priority areas outlined in paragraph 21.9 of the proposed programme budget.

V.69 Table V.13 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for 2012-2013. The table also shows extrabudgetary posts proposed for 2012-2013.

Table V.13
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	496	1 USG, 1 D-2, 14 D-1, 29 P-5, 63 P-4, 59 P-3, 49 P-2/1, 4 GS (OL), 2 NO, 274 LL
Proposed for 2012-2013	484	1 USG, 1 D-2, 14 D-1, 29 P-5, 62 P-4, 59 P-3, 42 P-2/1, 4 GS (OL), 2 NO, 270 LL
Abolitions	12	1 P-4, 7 P-2, 4 LL
Redeployments	7	1 P-5, 2 P-4, 2 P-3 and 2 LL to subprogramme 4 from subprogramme 3
Extrabudgetary		
Proposed for 2012-2013	42	1 D-1, 2 P-5, 5 P-4, 2 P-3, 4 P-2/1, 28 LL

Comments and recommendations on posts

V.70 The Secretary-General proposes the continuation of 484 posts under the regular budget for the biennium 2012-2013 and the abolition of 12 posts, including seven posts at the P-2 level, resulting in a reduction in the requirement for post resources in the amount of $2,129,200. These 12 posts comprise one P-2 post of Associate Economic Affairs Officer under executive direction and management; one P-2 post under subprogramme 1, Linkages with the global economy, regional integration and cooperation; one P-2 post under subprogramme 2, Production and innovation; one P-2 post under subprogramme 3, Macroeconomic policies and growth; one P-2 post under subprogramme 5, Social development and equality; one P-2 post under subprogramme 12, Subregional activities in Mexico and Central America; one Local level post under subprogramme 13, Subregional activities in the Caribbean; and one P-4 temporary post, one P-2 post and three Local level posts under programme support. The comments and recommendations of the Advisory Committee on the proposals of the Secretary-General to effect budgetary reductions at the five regional commissions are contained in chapter I and in paragraph V.4 above. The post reductions under programme support are attributed to efficiency measures undertaken by ECLAC (A/66/6 (Sect. 21), para. 21.125). Upon enquiry, the Committee was informed that none of the 20 posts (2 P-5, 3 P-4, 10 P-3, 3 P-2, 2 Local level) authorized for ECLAC under General Assembly resolution 63/260 on development-related activities has been proposed for abolition in the biennium 2012-2013. However, the Committee notes that four P-2 posts proposed for abolition at ECLAC correspond to subprogrammes that were strengthened under resolution 63/260. **Taking into account the Secretary-General's assurances that there would be no negative impact on the implementation of mandates, the Committee has no objection to the Secretary-General's proposals regarding posts and recommends that the General Assembly keep this matter under review.**

Comments and recommendations on non-post resources

V.71 The Secretary-General proposes non-post resources for the biennium 2012-2013 in the amount of $17,464,300, reflecting a decrease of $773,700 as compared to 2010-2011, due primarily to decreased requirements in the following areas:

(a) General operating expenses ($507,000), of which, the Secretary-General indicates, $173,300 pertains to reduced rental costs following the renegotiation of contracts for the national offices with the Governments concerned and with landlords, $264,400 pertains to the use of more economical telecommunications and Internet Protocol telephony technology throughout ECLAC and $69,300 relates to reduced costs for utilities and the maintenance of office automation equipment;

(b) Supplies and materials ($14,700), due to the decreased use of printed materials;

(c) Furniture and equipment ($433,600), related to the delayed replacement of information technology equipment.

V.72 The above decreases in non-post resources are offset, in part, by increases in requirements under, inter alia, other staff costs ($27,900), experts ($41,000), travel of staff ($27,900) and contractual services ($82,000).

Business continuity

V.73 The Advisory Committee recalls General Assembly resolution 64/243, in which the Assembly requested the Secretary-General to submit a fully justified proposal for post and non-post resources in relation to the work currently under way on business continuity management in the context of the proposed programme budget for the biennium 2012-2013. In this regard, the Committee notes that the proposed programme budget for ECLAC contains proposals totalling $465,000 which are directly related to business continuity management. The Committee has commented further on the issue of business continuity in chapter I above.

V.74 **The Advisory Committee recommends approval of the Secretary-General's proposal for non-post resources.**

General comments and recommendations

V.75 The Advisory Committee notes that the proposed programme budget for ECLAC introduces a new subprogramme 4, Financing for development, through the inward redeployment of existing resources from subprogramme 3, Macroeconomic policies and growth. The Secretary-General indicates that the subprogramme will be implemented in accordance with the strategy detailed under subprogramme 4 of programme 17 of the strategic framework for the period 2012-2013 (A/65/6/Rev.1). The subprogramme is intended to improve the capacity of Latin American and Caribbean policymakers to develop counter-cyclical domestic financial instruments and early warning systems to prevent and mitigate the effects of financial crises, and to mobilize foreign resources, and generate and allocate domestic resources for financing for development in the productive, social and environmental areas (A/66/6 (Sect. 21), table 21.18). Upon enquiry, the Committee was informed that the posts proposed for redeployment to this subprogramme (1 P-5, 2 P-4, 2 P-3 and 2 Local level) had been concerned with similar functions under subprogramme 3, Macroeconomic policies and growth. The activities under the new subprogramme will be carried out by the Financing for Development Division, to be headed at the P-5 level.

Monitoring and evaluation

V.76 Pursuant to General Assembly resolution 58/269, resources identified for the conduct of monitoring and evaluation would amount to $930,900 (ibid., para. 21.17). The comments and recommendations of the Advisory Committee on monitoring and evaluation at the five regional commissions are contained in paragraphs V.12 to V.15 above. The Committee notes that the proposed programme budget does not provide information either on the results of monitoring and evaluation activities carried out to date at ECLAC or on the evaluation plan for 2012-2013 for which those resources will be utilized. **The Committee expects that future budget submissions will contain this information.** The Committee has commented further on the issue of monitoring and evaluation in chapter I above.

Comprehensive audit of ECLAC by the Office of Internal Oversight Services

V.77 Upon enquiry, the Advisory Committee was provided with a copy of the comprehensive audit of ECLAC by the Office of Internal Oversight Services (OIOS) (AN2010/730/01). The Committee notes that ECLAC accepted all the recommendations of OIOS and adopted a plan to implement them during the biennium 2010-2011. **The Advisory Committee trusts that all the accepted recommendations will be implemented in a timely manner.**

Extrabudgetary resources

V.78 The Secretary-General indicates that the projected extrabudgetary resources of $30,000,000 in the biennium 2012-2013 will be used for studies and for technical cooperation, including advisory services, assistance and support to the countries of the region and field projects on integration issues, and training courses for policymakers to build up institutional capacity to address poverty, social inequity and gender issues. The Advisory Committee notes that extrabudgetary resources are projected to increase in 2012-2013 by $500,000, or 1.7 per cent, compared to 2010-2011, and that the number of posts financed from extrabudgetary sources will also increase by 2 posts to a total of 42 extrabudgetary posts. **The Committee trusts that ECLAC will continue to engage with the donor community to broaden its donor base.**

Section 22
Economic and social development in Western Asia

Proposal submitted by the Secretary-General	$62,772,600[a]
Revised appropriation for 2010-2011	$63,298,400
Projected extrabudgetary resources	$7,799,500[b]

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Updated projection as at 30 June 2011.

V.79 The regular budget resources requested by the Secretary-General for section 22 amount to $62,772,600 before recosting, representing a decrease of $525,800, or 0.8 per cent, compared with the biennium 2010-2011 (see A/66/6 (Sect. 22), table 22.5 (1)). The requested resources are supplemented by those of the regular programme of technical cooperation and the Development Account (see also sects. 23 and 36 below).

V.80 The Secretary-General's report on the proposed budget indicates that extrabudgetary resources estimated at $5,199,500 (ibid., table 22.5 (2)) are expected to supplement the resources from the regular budget. Upon enquiry, the Advisory Committee was provided with revised estimates for extrabudgetary resources in the bienniums 2010-2011 and 2012-2013, and was informed that the estimates for 2012-2013, updated as at 30 June 2011, had increased from $5,199,500 to $7,799,500 (see table V.14). The Committee was also informed that the increase was a result of the re-energized fund-raising strategy of ESCWA.

Table V.14
Extrabudgetary resource requirements
(Thousands of United States dollars)

Component	*2008-2009 expenditure*	*2010-2011 estimate*	*2012-2013 projection*
A. Policymaking organs	—	—	—
B. Executive direction and management	30.4	973.5	442.5
C. Programme of work	5 109.1	7 919.2	6 740.6
D. Programme support	298.2	695.9	616.4
Total	**5 437.7**	**9 588.6**	**7 799.5**

V.81 Table V.15 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding the regular budget posts for 2012-2013.

Table V.15
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	261	1 USG, 1 D-2, 7 D-1, 24 P-5, 35 P-4, 29 P-3, 18 P-2, 2 NO, 1 FS, 143 LL
Proposed for 2012-2013	260	1 USG, 1 D-2, 9 D-1, 25 P-5, 34 P-4, 30 P-3, 18 P-2, 2 NO, 1 FS, 139 LL
New posts	3	1 D-1 for subprogramme 6; 1 D-1 and 1 P-5 for subprogramme 7
Reclassification	1	1 P-4 to P-3 in subprogramme 2
Abolitions	4	4 LL
Redeployment	1	1 P-3 to subprogramme 7 from subprogramme 1

Comments and recommendations on posts

V.82 The Advisory Committee notes that a total of 260 posts is proposed for the biennium 2012-2013 under the regular budget, reflecting a net decrease of one post compared with 2010-2011. As further explained in the following paragraphs, the Secretary-General's proposals include the establishment of three new posts (2 D-1 and 1 P-5), the abolition of four Local level posts and the downward reclassification of one P-4 post.

New posts

V.83 The Secretary-General proposes the establishment of the following posts:

(a) One D-1, Chief of the Division for Women, subprogramme 6 (A/66/6 (Sect. 22), para. 22.72), in line with the Commission's resolution on upgrading the ESCWA Centre for Women to the level of a division in order to meet its increased responsibilities in terms of the number of requests for advisory services from member States; the growing number of requests for assistance in the area of legislative reform as more member States ratify the Convention on the Elimination of All Forms of Discrimination against Women; and the need to respond to emerging issues arising from the recent uprisings in the region (see also para. V.95 below).

(b) One D-1, Chief of the Emerging Trends and Conflict-related Issues Division, subprogramme 7 (A/66/6 (Sect. 22), para. 22.80), in line with the Commission's resolution on upgrading the Section to a division. The incumbent will be responsible for managerial oversight of the subprogramme, with a focus on the areas of governance, instability and development, as well as emerging trends and conflict mitigation. It was explained that the function will involve the coordination of work within ESCWA, as well as assisting the Executive Secretary in preparing the conflict mitigation and development work programme of the Division.

(c) One P-5, Chief of the Governance, Instability and Development Section, subprogramme 7 (ibid.), in line with the Secretary-General's proposal to upgrade the Section to a division in order to focus on the areas of public sector reform and countries in transition. The incumbent's role will include the oversight of staff to ensure quality outputs, as well as the production of a full study and two technical papers on Arab countries in transition; the incumbent will also organize, design and coordinate the necessary research and cooperation with relevant entities in relation to various meetings and conferences.

V.84 Upon enquiry, the Advisory Committee was informed that the Secretary-General's proposals originated from draft resolutions of the Commission (E/ESCWA/RES/L.294 and E/ESCWA/RES/L.295) in which it requested the upgrading of the Section for Emerging and Conflict-related Issues and of the Centre for Women to the level of divisions, and for the necessary support in terms of resources and administrative procedures. It was further explained that, unless decided otherwise by the General Assembly and/or the Economic and Social Council, the decisions constitute a mandate for the United Nations Secretariat, which the Secretary-General has addressed by including the required resource estimates in the proposed budget for the biennium 2012-2013. The Committee notes that draft resolutions 294 and 295 were considered by the Economic and Social Council at its substantive session in 2010, but the Council decided to defer further consideration of the draft resolutions to its substantive session in 2011. Upon further enquiry, the Committee was informed that the draft resolutions of ESCWA had been adopted by the Economic and Social Council, as Council resolutions 2011/3 and 2011/4, on 18 May 2011, with a modification to paragraph 1, in each resolution, replacing "endorses" with "takes note of". The Committee notes that the budget proposals for the present section were prepared on the assumption that the Council would take action on those draft resolutions in 2011. **The Committee will revert to the Secretary-General's proposals, in accordance with established procedure.**

V.85 With regard to the proposed establishment of a new P-5 post under subprogramme 7, the Advisory Committee notes that the proposed Emerging Trends and Conflict-related Issues Division will have 11 staff, with three at the level of P-5 and above. The Committee is of the opinion that the activities envisaged for the Governance, Instability and Development Section can be accomplished within the existing staffing size and structure. **With the above-mentioned considerations in mind, the Committee recommends against acceptance of the Secretary-General's proposal to establish a new P-5 post under subprogramme 7.**

Abolitions

V.86 The Secretary-General is proposing the abolition of four posts as follows:

(a) Two Local level posts of Team Assistant, one each in the Economic Analysis Section and the Regional Integration Section, subprogramme 3 (ibid., para. 22.54);

(b) One Local level post of Team Assistant in the Office of the Chief, Information and Communications Technology Division, subprogramme 4 (ibid., para. 22.60);

(c) One Local level post of Team Assistant in Central Support Services, Administrative Services Division, programme support (ibid., para. 22.86).

V.87 **The Advisory Committee has no objection to the proposed abolitions.**

Reclassifications

V.88 The Secretary-General proposes the downward reclassification of one P-4 post of Social Affairs Officer in the Office of the Chief, Social Development

Division, subprogramme 2, to the P-3 level as a result of rationalizing the post structure (ibid., para. 22.48).

V.89 **The Advisory Committee has no objection to the proposed reclassification.**

Recruitment and staffing

V.90 Upon enquiry, the Advisory Committee was provided with information on the status of recruitment against the 14 posts that had been listed as vacant as at 30 April 2011. The information provided indicates that one post has since been filled; one post has been proposed for redeployment; one post has been advertised in Inspira; two posts are temporarily encumbered; six posts under subprogramme 3, in the Economic Development and Globalization Division, are being kept vacant pending the outcome of the ongoing discussions regarding the restructuring exercise (see para. V.93 below); and the selected candidates for two of the remaining three vacant posts declined the job offers. Upon further enquiry as to how subprogramme 3 is able to ensure delivery of its mandate with so many posts currently vacant, the Committee was informed that some staff have been deployed between sections for a transitional period, while some of the vacant posts have been filled temporarily to strengthen the capacity of the subprogramme. Upon enquiry, the Committee was further informed that a Regional Adviser had been recruited to undertake work on the Millennium Development Goals and that the work programme has since been reviewed and prioritized to focus available resources on two flagship publications, the *Survey of Economic and Social Developments in the ESCWA Region* and the *Arab Millennium Development Goals Report*. **The Committee expects that the vacant posts will be filled expeditiously.**

Comments and recommendations on non-post resources

V.91 The Secretary-General proposes non-post resources for the biennium 2012-2013 in the amount of $9,711,600, reflecting a decrease of $783,900, or 7 per cent, compared with 2010-2011. The decrease is mainly due to reduced requirements under general operating expenses ($232,900); supplies and materials ($221,900); and furniture and equipment ($456,200), mainly resulting from the extended use of equipment that is serviceable. The reduced requirements are partially offset by increased requirements under contractual services ($168,300), mainly relating to provisions for business continuity. The Advisory Committee's comments on business continuity are contained in chapter I above. **The Committee recommends acceptance of the Secretary-General's proposal for non-post resources.**

General comments and recommendations

Restructuring exercise

V.92 During its consideration of the Secretary-General's report, the Advisory Committee was informed that an independent consultant had been engaged to examine the mandate, functions and responsibilities of the Economic Development and Globalization Division and the Office of the Executive Secretary, and to determine the extent to which existing organizational arrangements adequately address priority issues in the region and facilitate the effective management of the programme. The Committee was further informed that the consultant's assignment had been concluded and that internal discussion, with a view to implementing the consultant's recommended course of action, was ongoing.

V.93 The Advisory Committee takes note of the restructuring initiative, as well as other initiatives, such as the new programme performance evaluation mechanism and the proposed upgrading of sections to divisions. The Committee, however, is concerned about the apparent lack of coherence in the approach being taken, with the Secretary-General proposing additional posts while at the same time maintaining six vacant posts, pending the outcome of the ongoing discussions regarding the restructuring exercise. **The Committee notes the initiative taken towards the efficient and effective management of the programme, resulting in the restructuring exercise. The Committee expects the management of the Commission to remain focused on the expeditious implementation of the restructuring exercise and to report on the efficiencies achieved in the context of the relevant performance report. The Committee, however, maintains the view that the monitoring and evaluation of the ESCWA programme of work should not require consultants, but rather, it should be undertaken by management on a regular basis.**

ESCWA Centre for Women

V.94 The Advisory Committee notes that the Secretary-General's budget proposals include upgrading of the ESCWA Centre for Women to enable it to play a greater role in the programme's mandate. Upon enquiry, the Committee was informed that while UN-Women addresses women's issues from a global perspective, the entities within the regional commissions concerned with the advancement of women address the regional and national specificities, and highlight the areas that require immediate attention. The Committee was further informed that the ESCWA Centre for Women provides the regional dimension to the work of UN-Women, including implementation of international instruments such as the Beijing Declaration and Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women and the Millennium Development Goals. The ESCWA Centre for Women is also able to promptly address developments at the national level.

V.95 The representatives of the Secretary-General provided further information on the role of the upgraded ESCWA Centre for Women in addressing women's issues, explaining that there is a clear indication that other fields of study, in addition to those covered by existing literature on women's issues, remain unaddressed. As explained to the Advisory Committee, those new fields include gender budgeting and gender audits at the national level; implementation of Security Council resolution 1325 (2000) on women and peace and security, especially in the light of the recent uprisings in the region; political participation of women, especially at the political party level; gender-based violence, especially domestic violence and human trafficking for sexual exploitation; follow-up on implementation of the Convention on the Elimination of All Forms of Discrimination against Women, in the light of the increased number of member States that have ratified the Convention; and the impact of globalization and market trends on the gender division of labour. In addition, the Committee was informed that the involvement of women in the ongoing uprisings and political developments in the region is expected to generate new and additional demands for operational and advisory services, which could result in the need to raise more extrabudgetary funds to enable the Centre to respond to such new demands. The Secretary-General further indicated that the ESCWA Centre for Women is now expected to provide support to other divisions for gender-sensitive programming and implementation, as part of the

ESCWA gender mainstreaming strategy adopted in 2010 (see also para. V.83 (a) above).

V.96 **The Advisory Committee welcomes the efforts made to address the challenges faced by women in the region and emphasizes the importance of close cooperation with UN-Women to avoid any duplication.**

Section 23
Regular programme of technical cooperation

Proposal submitted by the Secretary-General	$52,246,200[a]
Revised appropriation for 2010-2011	$52,246,200

[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

V.97 The resource requirements proposed by the Secretary-General for section 23 amount to $52,246,200, before recosting, which is at the same level as the revised appropriation for the biennium 2010-2011. Information with respect to the requirements by component, object of expenditure and programme is provided in tables 23.2 and 23.4 of the proposed budget (see A/66/6 (Sect. 23)).

V.98 Activities undertaken under the regular programme of technical cooperation are divided into two components, as follows:

(a) Sectoral advisory services, implemented by the Department of Economic and Social Affairs, UNCTAD, UNODC, UN-Habitat, the Office for the Coordination of Humanitarian Affairs and OHCHR (ibid., paras. 23.26-23.33). The proposed requirements of $22,875,400, or 41.7 per cent, of the total resources requested under the section for 2012-2013, would provide for an estimated 772 work-months of the services, compared with 792 work-months in the current biennium. A summary of the requirements for 2012-2013 by subprogramme and implementing entity, with information on expenditure for 2008-2009 and appropriations for 2010-2011, is provided in table 23.6 of the proposed budget;

(b) Regional and subregional advisory services, implemented by the five regional commissions (ibid., paras. 23.34-23.40). The proposed requirements for the services amount to $31,968,100, or 58.3 per cent, of the total requirements, which would provide for 1,114 work-months of the services in 2012-2013, compared with 1,320 work-months in the current biennium. Table 23.13 of the budget document provides a summary of the requirements for 2012-2013, expenditure for 2008-2009 and appropriations for 2010-2011.

V.99 The Advisory Committee recalls that the regular programme of technical cooperation was established by the General Assembly in its resolution 58 (I) in 1946. According to the Secretary-General, the key element that differentiates the programme from other technical cooperation support available within the United Nations system is that it allows a fast and flexible response to requests to meet small-scale but urgent requirements of developing countries, least developed countries, countries with economies in transition and countries emerging from conflicts in their capacity development efforts. While the programme continues to deliver assistance through the same modalities, the Secretary-General indicates that there has been increased emphasis on the sharing of experience and knowledge across countries and regions, especially through South-South cooperation and the building of knowledge networks to help sustain inter-country cooperation (A/66/6 (Sect. 23), paras. 23.1, 23.4 and 23.5).

V.100 The Secretary-General also indicates that, in line with General Assembly resolution 2514 (XXIV) and Economic and Social Council resolution 1434 (XLVII), activities financed under this section continue to focus on short-term advisory services, training and field projects, with special emphasis on learning and on transferring new knowledge, skills and technologies. Most of the interventions are targeted at specific elements identified by Member States as a requirement to meet their international commitments (A/66/6 (Sect. 23), para. 23.10). Paragraphs 23.11 to 23.17 of the budget document contain information with respect to short-term advisory services, field projects and training, as well as the objective, strategy and criteria for the allocation of resources under the programme. The Advisory Committee notes from the budget document that training activities, aimed at building knowledge and skills, contribute to the strengthening of national capacity for policy development and the effective implementation of national policies (ibid., para. 23.15). **The Committee trusts that the programme will continue to strengthen national capacity through its future activities and, where feasible, to explore the possibility of utilizing the recipients, who have acquired skills through the regular programme of technical cooperation, to act as advisers or experts.**

V.101 The Advisory Committee was informed, upon enquiry, that under the regular programme of technical cooperation, funding was allocated to each implementing entity at the subprogramme level. As an illustration of how regular programme of technical cooperation funds are programmed, the Committee was informed that, with respect to the allocation to the Department of Economic and Social Affairs, each operational activity was established as a distinct project in order to facilitate effective monitoring, evaluation and reporting. Each project was also endorsed by the director of the relevant subprogramme and approved by the Capacity Development Office on behalf of the Under-Secretary-General for Economic and Social Affairs. Similar approaches were followed by other implementing agencies. Further, projects under the programme were established, in a phased manner, throughout the biennium, which allowed for the optimal utilization of resources in response to unforeseen requests from Member States. In addition, projects were implemented during the same biennium for which funds were allocated.

V.102 With respect to the distinction and complementarity between activities implemented under the regular programme of technical cooperation and those implemented under the Development Account (see sect. 36 below), the Advisory Committee was informed, upon enquiry, that short-term and small-scale activities under the regular programme of technical cooperation were developed and implemented within the biennium for which funds were allocated, while medium-scale projects under the Development Account, on the other hand, were prepared in advance and then endorsed by the General Assembly, with an implementation cycle of four years. At the same time, both the regular programme of technical cooperation and the Development Account supported the overall goal of assisting Member States to achieve internationally agreed development goals, including the Millennium Development Goals. **The Committee expects that the complementarity between the regular programme of technical cooperation and the Development**

Account will continue to be ensured and further developed to maximize the combined impact of the activities implemented through the two mechanisms.

General comments and recommendations

First progress report

V.103 During its consideration of the proposals for section 23, the Advisory Committee also had before it an advance version of the first progress report on the regular programme of technical cooperation, which provides an overview of the roles and purposes of the programme, the results and impact of its activities, the management of the programme and the challenges encountered. The Committee notes from the progress report that one of the fundamental features of the programme is the multiplier effect, which links pilot activities of the programme with better-endowed funds so as to generate larger-scale benefits. Further, South-South cooperation is a particular mechanism through which the multiplier effect is realized. The Advisory Committee also notes that among the examples related to South-South cooperation provided in the progress report are the collaboration between ECLAC and the World Bank, and cross-regional collaboration among the five regional commissions. **The Committee finds that the first progress report provides detailed and useful information with respect to the regular programme of technical cooperation, and recommends that the report be provided to the General Assembly in the context of its consideration of the proposed programme budget for 2012-2013. The Committee also expects that such information will be provided to it in advance of its consideration of the biennial resource requirements for the regular programme of technical cooperation.**

Results-based budgeting

V.104 With respect to incorporating results-based budgeting and results-based management in the activities funded under section 23, the Advisory Committee recalls that the logical framework was initiated at the section level in the biennium 2004-2005, was expanded to the programme level in 2006-2007 and was further expanded to subprogrammes in 2008-2009. Accordingly, each implementing entity of a subprogramme is directly accountable for defining and determining expected accomplishments, indicators of achievement and, ultimately, the achievement of results (A/64/7, para. V.72). The budget document contains, under each subprogramme of an implementing entity, summary information relating to the proposed budget, output, activities and impact, in addition to expected accomplishments and indicators of achievement (A/66/6 (Sect. 23), paras. 23.26-23.40). **While the Committee welcomes the information provided in the proposed programme budget, it encourages further improvement to the summary information, in particular, in relation to the anticipated impact of the activities proposed for the forthcoming biennium.**

V.105 The Advisory Committee recalls that the Board of Auditors, following its examination of the framework of results-based budgeting in the area of technical cooperation, observed that, owing to the lack of clear objectives and valid indicators, objective assessment of the activities carried out was rendered difficult and was reduced to narratives of progress. However, the Board also noted that the monitoring put in place regarding the Development Account was, on the whole, an exception to that finding. The Board therefore recommended that the Administration put in place, for all of its technical cooperation activities, a results-measurement mechanism comparable to that required for the projects funded under the Development Account. The Committee also recalls that it subsequently requested the Secretary-General to provide information on progress achieved in that regard (see A/64/7, para. V.73). In this connection, the Committee notes from the proposed budget that a monitoring mechanism has been established by all implementing entities, which facilitates better assessment and reporting on activities implemented, results achieved and benefits accrued by the countries concerned (A/66/6, para. 23.21). **The Committee welcomes the establishment of the monitoring mechanism for activities undertaken under the regular programme of technical cooperation and expects that that mechanism will continue to be strengthened.**

V.106 In its first report on the proposed programme budget for 2010-2011, the Advisory Committee recommended that information and progress related to the award and duration of contracts for advisers be included in future budget submissions (A/64/7, para. V.76). Further, the Committee noted at the time that the Secretary-General had not responded to its recommendation that the use of nationally and regionally recruited expertise be explored (ibid., para. V.74). In this connection, the Committee notes that the Secretary-General includes information in this regard in paragraphs 23.12 and 23.13 of the proposed programme budget for 2012-2013. According to the Secretary-General, all implementing entities of the programme update their advisory capacities with the intention of replacing advisers as needed, to ensure that the best skills and knowledge required are available to respond to the changing needs of Member States. Furthermore, it is indicated that contracts for advisers are now capped at five years, and short-term advisers who have the knowledge to respond to specific and distinct assignments of a limited duration are recruited as a complementary measure. In addition, national and regional expertise is drawn upon to address, in particular, country-specific issues, when expert knowledge is fundamental in ensuring the most relevant and targeted support. **The Committee welcomes the inclusion of the relevant information it requested in the proposed programme budget. The Committee trusts that all implementing entities of the programme will continue to update their advisory capacities, including the use of nationally and regionally recruited expertise, and that such information will be regularly provided in future budget submissions.**

Other issues

V.107 As shown in table 23.6 of the proposed budget for 2012-2013, the sectoral advisory services would have 19 subprogrammes. The Advisory Committee notes from the table that no provision is proposed for the subprogramme on gender issues and advancement of women under the sectoral advisory services. The Committee was informed, upon enquiry, that activities relating to gender issues and advancement of women would be undertaken by UN-Women.

Part VI
Human rights and humanitarian affairs

Section 24
Human rights

Proposal submitted by the Secretary-General	$147,234,900[a]
Revised appropriation for 2010-2011	$141,191,400
Projected extrabudgetary resources	$254,743,000

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

VI.1 The total proposed estimates under budget section 24 comprise the requirements of $146,054,900 for the Office of the United Nations High Commissioner for Human Rights (OHCHR) and $1,180,000 for the Committee on Missing Persons in Cyprus for the biennium 2012-2013 (A/66/6 (Sect. 24), para. 24.18). The programme of work of OHCHR for the biennium 2012-2013 consists of four subprogrammes: human rights mainstreaming, right to development, and research and analysis; supporting human rights treaty bodies; advisory services, technical cooperation and field activities; and supporting the Human Rights Council, its subsidiary bodies and mechanisms. The activities relating to the Committee on Missing Persons in Cyprus are identified in a separate work programme under this budget section.

VI.2 The resources of $147,234,900 requested for the biennium 2012-2013 reflect an increase of $6,043,500, or 4.3 per cent, compared to the revised appropriation for the biennium 2010-2011 (ibid.). The increase of $6,043,500 for OHCHR comprises (a) a net increase of $2,904,000 under policymaking organs; (b) a net decrease of $255,400 under executive direction and management; (c) a net overall increase of $3,372,500 for substantive activities; and (d) a net increase of $22,400 under programme support.

VI.3 The Secretary-General indicates that the proposed estimates for section 24 do not take into consideration: possible decisions of the General Assembly at its sixty-sixth session on the programme budget implications of the resolutions and decisions adopted by the Human Rights Council at its sixteenth and seventeenth sessions; the request contained in General Assembly resolution 65/200 for concrete and tailored proposals on the human rights treaty bodies to increase their effectiveness; and resolutions and decisions adopted by the Human Rights Council at its special sessions, which would affect the human rights work programme for the biennium 2012-2013 (ibid., para. 24.19)

VI.4 Table VI.1 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table VI.1
Staffing resources

	Posts	Level
Regular budget		
Approved for 2010-2011[a]	344	1 USG, 2 ASG, 3 D-2, 9 D-1, 42 P-5, 90 P-4, 89 P-3, 20 P-2/1, 4 GS (PL), 79 GS (OL), 4 LL, 1 NO
Proposed for 2012-2013	355	1 USG, 2 ASG, 3 D-2, 9 D-1, 42 P-5, 93 P-4, 92 P-3, 21 P-2/1, 4 GS (PL), 83 GS (OL), 4 LL, 1 NO
New	9	1 P-4, 2 P-3 and 2 GS (OL), subprogramme 2; 1 P-4 and 1 P-3, subprogramme 4; 2 GS (OL), executive direction and management
Conversions	4	1 P-4, 1 P-3, 1 P-2 and 1 GS (OL), subprogramme 4
Redeployments	4	1 GS (OL) to executive direction and management from subprogramme 2 1 GS (OL) to executive direction and management from subprogramme 4 2 GS (OL) to subprogramme 4 from subprogramme 2
Extrabudgetary		
Proposed for 2012-2013	765	3 D-1, 36 P-5, 95 P-4, 149 P-3, 24 P-2/1, 2 GS (PL), 324 GS (OL), 132 NO

[a] Including two non-recurrent temporary posts (1 P-3 and 1 GS (OL)) expiring in 2011.

VI.5 The Secretary-General had indicated in his proposed programme budget for the biennium 2010-2011 that the doubling of the regular budget resources for OHCHR, as mandated by the General Assembly in its resolution 60/1, had been accomplished (see A/64/6 (Sect. 23), para. 23.16). The Advisory Committee notes that the Secretary-General reiterates that this strengthening of OHCHR over five years has been achieved (A/66/6 (Sect. 24), para. 24.12). The Secretary-General indicates, however, that some elements of the increase proposed for the biennium 2012-2013 relate to additional resources to support new and expanded mandates, including those that have been mandated by the Human Rights Council since its establishment (ibid., para. 24.14).

VI.6 The Advisory Committee notes that, in the biennium 2012-2013, OHCHR will provide strengthened and consolidated organizational support to the Human Rights Council and its subsidiary bodies and mechanisms, including the universal periodic review, the special procedures and the Human Rights Council Advisory Committee and complaint procedure, as well as other relevant United Nations organs. It is indicated that the United Nations treaty-monitoring bodies, all supported by OHCHR, will receive strengthened support and advice (ibid., para. 24.6). Upon enquiry, the Advisory Committee was informed that, in the past 10-year period, the number of treaty bodies serviced by OHCHR had increased from 5 to 10; the number of the sessions held annually by treaty bodies from 11 to 24; the number of weeks in which treaty bodies hold sessions annually from 44 to 73; and the number of treaty body experts from 74 to 172. Upon request, the Committee was provided with details of the pattern of expenditure on policymaking organs and expert bodies in recent bienniums (see table VI.2). The Committee notes that the information in the table excludes the cost of staff at OHCHR who support policymaking organs and expert bodies and who occupy the 134 regular budget posts proposed under subprogrammes 2 and 4, as well as the related support costs, which are included under sections 2 and 28E of the regular budget.

Table VI.2
Non-post expenditure in support of OHCHR policymaking organs and expert bodies
(Thousands of United States dollars)

	2000-2001	*2002-2003*	*2004-2005*	*2006-2007*	*2008-2009*	*Projected 2010-2011*	*Estimated 2012-2013*
Commission on Human Rights	187.7	162.6	205.3	—	—	—	—
Human Rights Council	—	—	—	135.2	127.5	292.9	378.3
Subcommission/Human Rights Advisory Committee	569.4	665.7	815.2	370.1	435.4	540.5	735.4
Human Rights Committee	1 181.5	1 204.0	1 309.6	1 509.3	1 625.6	1 863.3	1 789.3
Special Committee to Investigate Israeli Practices	204.2	169.7	229.3	210.1	251.8	271.2	342.4
Committee on Economic, Social and Cultural Rights	813.1	613.6	719.7	761.9	958.3	1 160.4	883.2
Committee on the Rights of the Child	551.0	832.4	1 426.0	1 462.4	1 751.7	1 896.3	1 870.2
Committee against Torture	336.1	365.3	460.1	437.4	528.0	821.1	608.9
Committee on the Elimination of Racial Discrimination	522.0	572.1	682.1	735.7	943.6	1 281.0	1 154.8
Chairpersons of Human Rights Bodies	44.8	37.4	41.6	49.6	112.9	113.7	114.4
Permanent Forum on Indigenous Issues	—	269.1	—	—	—	—	—
Committee on the Rights of All Migrant Workers and Members of Their Families	—	—	170.5	184.4	323.7	525.3	542.4
Committee on the Elimination of Discrimination against Women	—	—	—	—	1 888.2	1 559.4	2 119.2
Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment	—	—	—	551.6	745.4	1 184.2	2 052.9
Committee on the Rights of Persons with Disabilities	—	—	—	—	616.2	562.9	1 349.2
Committee on Enforced Disappearances	—	—	—	—	—	90.0	680.0
Total	**4 409.8**	**4 891.9**	**6 059.4**	**6 407.7**	**10 308.3**	**12 162.2**	**14 620.6**

VI.7 The Secretary-General notes that the General Assembly is reviewing the status of the Human Rights Council and, in that context, is considering the issue of funding for the implementation of urgent human rights activities mandated by the Council (ibid., para. 24.15). The Secretary-General also states that, although the General Assembly has approved additional resources in response to the new mandates established by the Council, the ever-expanding demands of the human rights treaty bodies and the Council and its mechanisms, at times assigned without corresponding resources, have affected the level of support provided to the Human

Rights Council by OHCHR (ibid., para. 24.16). **The Advisory Committee looks forward to the results of the review by the General Assembly of the status of the Human Rights Council and trusts that proposals stemming from that review on the issue of funding for new requirements will contain measures to ensure the most efficient and effective utilization of the existing resources of the Office.**

Organizational effectiveness programme

VI.8 It is indicated that in the biennium 2012-2013 OHCHR will consolidate the management and efficiency gains achieved through the implementation of an organizational effectiveness programme aimed at redressing the weaknesses observed by OIOS in its report (A/64/203 and Corr.1 and Add.1) on the efficiency of the implementation of the mandate of OHCHR (A/66/6 (Sect. 24), para. 24.9). OIOS recommended various improvements to sharpen strategic focus, develop an overarching field strategy, improve OHCHR work with human rights bodies through more systematic follow-up of their recommendations, strengthen partnerships, improve internal coordination and communication, and identify and document work processes. The Advisory Committee was informed that, following surveys undertaken in 2010 to collect the views of OHCHR staff, four critical work processes were identified for review: recruitment, strategic planning, mission preparation, and documentation submission and clearance. Simplified procedures have been introduced at OHCHR in the areas of planning, budgeting, reporting and recruitment, and OHCHR expects to implement all the remaining recommendations stemming from the organizational effectiveness programme by the end of 2011. **The Committee expects that the impact of the implementation of the programme will be reported on in the context of the proposed programme budget for the biennium 2014-2015.**

OHCHR New York Office

VI.9 The Advisory Committee recalls that, in its resolution 64/243, the General Assembly approved an Assistant Secretary-General post for the head of the OHCHR New York Office in the biennium 2010-2011. The Secretary-General, in proposing the post, indicated that an Assistant Secretary-General at the New York Office would allow OHCHR to participate at the appropriate level in executive decision-making committees and would ensure political-level representation and access to high-level policy discussions. In addition, it was stated that the post of Assistant Secretary-General would increase the decision-making and outreach capacity of the New York Office and thus improve the efficiency and effectiveness of OHCHR (A/64/6 (Sect. 23), para. 23.53). **The Committee is of the view that the proposed programme budget does not sufficiently articulate the benefits that have been derived from the strengthening of the OHCHR New York Office, and requests that such information be included in the context of the performance report. Furthermore, the Committee is of the view that the establishment of the Assistant Secretary-General post should lead to a reduction in the requirement for official travel between Geneva and New York (see chap. I, para. 104 above and para. VI.20 below).**

Monitoring and evaluation

VI.10 The Secretary-General indicates that resources identified for the conduct of monitoring and evaluation in the biennium 2012-2013 amount to $1,477,100, comprising $1,240,700 under the regular budget and $236,400 under extrabudgetary resources (A/66/6 (Sect. 24), para. 24.21). It is noted that the OHCHR Policy, Planning, Monitoring and Evaluation Section will work to strengthen and further develop the monitoring and evaluation functions throughout the Office and will support the implementation of a system of performance evaluation throughout OHCHR in the biennium 2012-2013 (ibid., para. 24.53 (e)). Upon enquiry, the Advisory Committee was informed that a major internal self-evaluation at OHCHR of performance in supporting human rights mechanisms in their follow-up work and States' capacity to meet their obligations was currently under preparation and that follow-up was under way for three evaluations carried out in the biennium 2008-2009, comprising the OIOS external evaluation of the efficiency of the implementation of the OHCHR mandate (see para. VI.8 above) and two internal self-evaluations, on performance in mainstreaming human rights within the United Nations at the country level (April 2008) and on performance on gender mainstreaming (December 2009).

VI.11 The Advisory Committee was also informed that the internal self-evaluations have concluded that OHCHR should make its priorities widely known; establish, review or strengthen processes, workflows and policy guidance; work more consistently and systematically with partners; review various policies, including on gender, regional offices, human rights advisers and field presences; streamline programming processes, guidance and guidelines on gender; improve capacity development on gender; and strengthen accountability on gender. OHCHR has used a follow-up action plan to systematically identify activities, the lead divisions for implementation and the time frame required to implement evaluation recommendations. Progress in implementation is also tracked periodically for the internal self-evaluations. The Committee was further informed that OHCHR had begun implementing several of the above-mentioned recommendations in 2010-2011 through an enhanced planning process, which included identifying global priorities, elaborating implementation strategies for those priorities and adopting OHCHR management outputs. The Committee has commented further on the issue of monitoring and evaluation in chapter I above. **The Committee reiterates the importance of the monitoring and evaluation of programmes, and in particular its recommendation that budget presentations should make clear how the outcome of evaluations leads to improvements in mandate delivery and affects the proposed allocation of resources (see A/64/7, para. 26). The Committee takes note of the measures taken by OHCHR to strengthen the monitoring and evaluation of its programme of work and looks forward to receiving more detailed information on progress made in the context of the budget submission for the biennium 2014-2015.**

Extrabudgetary funding

VI.12 The extrabudgetary resources of OHCHR are estimated at $254,743,000 in the biennium 2012-2013, compared to $258,214,000 in 2010-2011 (A/66/6 (Sect. 24), para. 24.20). The Secretary-General indicates that a total of 765 posts will be financed from extrabudgetary resources in the biennium 2012-2013, compared to 762 in 2010-2011 (ibid., table 24.6). The Advisory Committee was informed that, in the year 2010, OHCHR disbursed more funds in support of extrabudgetary activities than were received in voluntary contributions; however, sufficient balances under extrabudgetary resources remained to meet the overrun.

The Committee trusts that OHCHR will continue to engage with donors and exercise prudence in implementing extrabudgetary-funded activities, to avoid disruptions due to shortfalls in such funding.

Field presences

VI.13 The Secretary-General indicates that reduced post resources are required under subprogramme 3 as three regular-budget posts were redeployed from the Office of the Director, Field Operations and Technical Cooperation Division until the establishment of the OHCHR Regional Office in Bangkok in 2010 (ibid., para. 24.89). Upon enquiry, the Advisory Committee was informed, however, that the Regional Office in Bangkok had in fact been established under extrabudgetary resources since 2002 and that the three regular-budget posts had been assigned to the Bangkok Regional Office in 2010 after efforts to establish new regional offices in North Africa and in South Asia proved unsuccessful. **The Committee is of the view that the budget presentation does not show the field presences of OHCHR with sufficient clarity, and recalls its previous recommendation that information on the capacity of OHCHR in the field, including in United Nations peace operations, be included in the proposed programme budget (A/64/7, para. VI.18).** In this regard, the Committee was provided with information on OHCHR field presences, which is to be found in table VI.3 at the end of the present section.

Comments and recommendations on posts

New posts

VI.14 Under executive direction and management, the Secretary-General proposes the establishment of two new General Service (Other level) posts for the Document Processing Unit, to meet the increased workload and to ensure that the service required by the Human Rights Council and the treaty bodies is adequate (A/66/6 (Sect. 24), para. 24.59). Upon enquiry, the Advisory Committee was informed that the OHCHR Document Processing Unit was established in 2002 with a view to streamlining internal processes related to documentation management. Since 2005, the number of OHCHR documents processed by the unit has nearly doubled, from 1,525 to more than 3,000 in 2010. **The Committee has no objection to the proposed establishment of two General Service (Other level) posts.**

VI.15 Under subprogramme 2, the Secretary-General proposes the establishment of three posts to assist the Committee on Enforced Disappearances: one P-4 post to liaise with petitioners and States parties concerned, draft decisions and views under the individual communications procedure and follow up on the implementation of the Committee's views; one P-3 post to assist the Committee on Enforced Disappearances with the examination of States' reports submitted under article 29 of the International Convention for the Protection of All Persons from Forced Disappearance; and one General Service (Other level) post to provide secretarial assistance in relation to individual communications (art. 31) and inquiries (art. 33) under the Convention. In addition, it is proposed that one new P-3 post and one new General Service (Other level) post be established to support the Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment in its new composition of 25 members, increased from 10, in view of the expected increase in the workload of the Subcommittee, particularly with respect to the demands that arise in the organization of field missions (ibid., para. 24.80).

The Advisory Committee was provided with a detailed breakdown of the distribution of posts in support of treaty bodies under OHCHR. **The Advisory Committee has no objection to the establishment of the five posts proposed (1 P-4, 2 P-3 and 2 General Service (Other level)).**

VI.16 Under subprogramme 4, the Secretary-General proposes the establishment of one P-4 post for the Secretary of the Consultative Group to lead and supervise the work of two staff members to manage the entire process of advertising positions and compiling applications, preparing and updating the public list of eligible candidates for positions of special rapporteur and independent expert and preparing documentation for meetings of the Group. One new P-3 post is proposed for the Civil and Political Rights Section owing to the increase in the workload relating to the special procedures (ibid., para. 24.104). **The Advisory Committee has no objection to the establishment of the two posts proposed (1 P-4 and 1 P-3).**

Redeployments

VI.17 The Secretary-General proposes the redeployment to the Document Processing Unit of two General Service (Other level) posts, one each from subprogrammes 2 and 4 (ibid., para. 24.59), and the redeployment of two General Service (Other level) posts from subprogramme 2 to subprogramme 4 that are assigned to the Human Rights Council Branch but that have continued to be reflected budgetarily under subprogramme 2 (ibid., para. 24.104). **The Advisory Committee has no objection to the proposed redeployments.**

Conversions

VI.18 The Secretary-General proposes the conversion from general temporary assistance positions of one P-4, one P-3, one P-2 and one General Service (Other level) to temporary posts under subprogramme 4 to support the Working Group on the elimination of discrimination against women in law and in practice, mandated by the Human Rights Council in resolution 15/23 (ibid.). **The Advisory Committee has no objection to the proposed conversions.**

Comments and recommendations on non-post resources

VI.19 The Secretary-General proposes a total of $971,200 for consultants under executive direction and management and the programme of work for the biennium 2012-2013, representing a decrease of $149,200 compared to the current biennium. The Secretary-General proposes a total of $19,565,500 for the travel of representatives under policymaking organs and the programme of work in the biennium 2012-2013, representing an increase of $3,261,600 over the biennium 2010-2011. A total of $4,238,800 is proposed for official travel of staff under policymaking organs, executive direction and management, the programme of work and programme support for the biennium 2012-2013, representing an increase of $753,000 over the current biennium.

VI.20 **The Advisory Committee notes the proposed decrease in the resources for consultants and considers that the growth in the staffing table of the Office in recent bienniums should result in a reduced reliance on outside expertise. With regard to travel, the Committee recognizes the need for representatives to undertake mandated regular field missions. However, the Committee considers that increased efforts should be made to utilize staff from OHCHR field and**

regional offices to support such missions and thus reduce the requirements under official travel of staff. Given the possibilities for such efficiencies, the Committee recommends a reduction of $424,000 in the proposed provision of $4,238,800 for travel of staff. The Committee recommends approval of the remaining proposals for non-post resources.

Committee on Missing Persons in Cyprus

Proposal submitted by the Secretary-General	$1,180,000[a]
Revised appropriation for 2010-2011	$1,180,000

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[a] At 2010-2011 rates. Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

VI.21 The activities of the Committee on Missing Persons in Cyprus, which was established to ascertain the fate of missing persons through the good offices of the Secretary-General, are described in subsection E of the Secretary-General's proposal. The Secretary-General indicates that the United Nations is responsible only for the expenses of the third member of the Committee on Missing Persons, his or her two assistants and the miscellaneous operating expenses of their office, and that the project on the exhumation, identification and return of the remains of missing persons in Cyprus is financed from extrabudgetary sources (ibid., para. 24.117). The amount of $1,180,000 is proposed for the biennium 2012-2013, the same amount as approved for the current biennium, comprising $1,082,500 for general temporary assistance for the fees of the United Nations member of the Committee on Missing Persons in Cyprus (the third member) at the D-1 level, an assistant to the third member at the P-4 level and two General Service staff, as well as other non-post resources in the amount of $97,500. **The Advisory Committee recommends approval of the Secretary-General's proposal for the Committee on Missing Persons.**

Table VI.3
OHCHR field presences, as at 31 May 2011

	Location	*Established*
Regional offices and centres (12)		
Regional Office for Southern Africa	Pretoria	1998
Subregional Centre for Human Rights and Democracy in Central Africa[a]	Yaoundé	2001
Regional Office for East Africa	Addis Ababa	2002
Regional Office for the Middle East	Beirut	2002
Regional Office for South-East Asia[a]	Bangkok	2002
Regional Office for the Pacific	Suva	2005
Regional Office for Central Asia[a]	Bishkek	2006
Regional Office for Central America[a]	Panama City	2007

	Location	*Established*
Regional Office for West Africa[a]	Dakar	2008
Regional Office for Europe[a]	Brussels	2009
Human Rights Training and Documentation Centre for South-West Asia and the Arab Region	Doha	2009
Regional Office for South America[a]	Santiago	2009
Country and stand-alone offices (13)		
Cambodia[a]	Phnom Penh	1993
Occupied Palestinian Territories	Gaza	1996
	Ramallah	2000
Colombia	Bogotá	1997
Kosovo (Serbia)	Pristina	1998
Mexico	Mexico City	2002
Guatemala	Guatemala City	2005
Nepal	Kathmandu	2005
Uganda	Kampala	2005
Togo	Lomé	2006
Plurinational State of Bolivia	La Paz	2007
Guinea	Conakry	2009
Mauritania	Nouakchott	2009
Tunisia	Tunis	2011
Human rights advisers (18)		
Sri Lanka	Colombo	2004
Russia Federation	Moscow	2005
Southern Caucasus	Tbilisi	2006
Ecuador	Quito	2007
Rwanda	Kigali	2007
Serbia	Belgrade	2007
The former Yugoslav Republic of Macedonia	Skopje	2007
Kenya	Nairobi	2008
Niger	Niamey	2008
Papua New Guinea	Port Moresby	2008
Republic of Moldova	Chisinau	2008
Great Lakes	Bujumbura	2009
Honduras	Tegucigalpa	2010
Paraguay	Asunción	2010
Tajikistan	Dushanbe	2010
Chad	N'Djamena	2011
Madagascar	Antananarivo	2011

	Location	*Established*
Ukraine	Kiev	2011
Human rights components in peacekeeping and special political missions (14)		
United Nations Office in Burundi,[b] United Nations Stabilization Mission in Haiti, United Nations Organization Stabilization Mission in the Democratic Republic of the Congo,[b] United Nations Assistance Mission in Afghanistan, United Nations Assistance Mission for Iraq, African Union-United Nations Hybrid Operation in Darfur, United Nations Integrated Peacebuilding Office in Guinea-Bissau, United Nations Integrated Peacebuilding Support Office in Sierra Leone, United Nations Interim Administration Mission in Kosovo, United Nations Mission in Liberia, United Nations Mission in the Sudan, United Nations Integrated Mission in Timor-Leste, United Nations Operation in Côte d'Ivoire, United Nations Political Office for Somalia		

[a] Financed, in whole or in part, from regular budget resources.

[b] Includes integrated OHCHR field presence.

Section 25
International protection, durable solutions and assistance to refugees

Proposal submitted by the Secretary-General	$83,717,500[a]
Revised appropriation for 2010-2011	$83,717,500

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

VI.22 The regular budget resources requested by the Secretary-General for section 25 amount to $83,717,500, before recosting, which is the same level as the revised appropriation for the biennium 2010-2011 (A/66/6 (Sect. 25), table 25.1 and para. 25.13). As noted in paragraph 25.23 of the proposed programme budget, in accordance with paragraph 20 of the Statute of the Office of the United Nations High Commissioner for Refugees (UNHCR), no expenditure other than administrative expenditures relating to the functioning of UNHCR shall be borne by the regular budget of the United Nations and all other expenditures relating to the activities of UNHCR shall be financed by voluntary contributions. It is estimated that extrabudgetary requirements would amount to $6,558,244,200, representing 98.7 per cent of the total projected resources of UNHCR for the biennium 2012-2013 (ibid., para. 25.14).

VI.23 Table VI.4 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for the biennium 2012-2013. The table also shows extrabudgetary posts proposed for the biennium 2012-2013.

Table VI.4
Staffing resources

	Posts	Level
Regular budget		
Approved for 2010-2011	2	1 USG, 1 ASG
Proposed for 2012-2013	2	1 USG, 1 ASG
Extrabudgetary		
Proposed for 2012-2013	7 870	2 ASG, 24 D-2, 86 D-1, 190 P-5, 1,247 P-4/3, 205 P-2/1, 312 GS (PL), 313 GS (OL), 4,743 LL, 43 FS, 705 NO

Lump-sum arrangement

VI.24 The amount of $83,717,500 proposed for the biennium 2012-2013 under the lump-sum arrangement from the regular budget relates to the following (ibid., para. 25.24):

(a) Provision for the posts of the High Commissioner and the Deputy High Commissioner ($1,232,700);

(b) A grant to be utilized for the administrative costs of UNHCR ($82,484,800).

VI.25 The Secretary-General indicates that the provision of funds from the regular budget for the administrative expenditures of UNHCR in the form of a grant, rather than as post and non-post resources, was initiated in the biennium 2002-2003 in order to simplify the UNHCR budgetary process, subject to a review after three bienniums (ibid., para. 25.24). Accordingly, the review of the lump-sum arrangement and the lessons learned from the three bienniums were reported to the General Assembly at its sixty-third session (A/63/537). The Assembly, in its resolution 63/263, endorsed the maintenance of the lump-sum arrangement for the regular-budget funding of UNHCR, as recommended by the Advisory Committee (A/63/616, para. 10). It was decided to present the funding for the posts of the High Commissioner and the Deputy High Commissioner separately from the grant (ibid., para. 7).

VI.26 The Secretary-General further indicates that the lump sum from the regular budget for 2012-2013 would cover the equivalent of 220 posts in the management and administration category ($69,043,700), general operating expenses ($8,157,000), supplies and materials ($170,000) and contribution to joint activities ($6,346,800) (A/66/6 (Sect. 25), para. 25.13). UNHCR reports its expenditures under the regular budget, broken down into post and non-post resources, to United Nations Headquarters on an annual basis (A/63/616, para. 7).

Comments and recommendations on posts

VI.27 Prior to the implementation of the lump-sum arrangement described in paragraph VI.25 above, 220 posts, including the posts of the High Commissioner and the Deputy High Commissioner, were financed by the regular budget for the biennium 2000-2001. At that time, the 220 posts represented 50.8 per cent of the 433 posts categorized by UNHCR as management and administration posts (A/63/616, para. 5). The Advisory Committee notes that for 2010-2011, the equivalent of 220 posts financed by the regular budget represents 42.7 per cent of the 515 posts currently under the UNHCR management and administration category. For the biennium 2012-2013, the contribution from the regular budget would continue to finance the equivalent of 220 posts in the management and administration category, comprising the two posts of the High Commissioner and the Deputy High Commissioner and the other 218 posts under the grant. The Committee also notes from table 25.6 in the budget document that 7,870 posts at UNHCR would be financed by extrabudgetary contributions in the biennium 2012-2013, the same number as in the biennium 2010-2011.

VI.28 The Advisory Committee enquired as to the grade levels of the 218 management and administration posts financed by the grant from the regular budget for 2012-2013. The Committee was informed that while the number of posts at the D-2/1 and P-4/3 levels would increase by five and six, respectively, there would be a decrease of four P-5 posts, five P-2 posts and two GS posts. The Committee notes that the number of posts in the higher grades has increased, while the number of posts at lower levels has decreased. In this connection, the Committee was further informed that since the implementation of the lump-sum arrangement, UNHCR had decided which of the management and administration posts should correspond to the 218 posts financed by the grant from the regular budget, with the remaining posts being financed by its voluntary contributions. Further, for the sake of consistency, UNHCR had tried to maintain the same proportion of grade levels regarding the 218 posts. However, owing to operational exigencies and the dynamic nature of UNHCR, it was not always possible to keep a static distribution of the 218 posts in terms of levels while adhering to the total budgetary ceiling for the lump sum.

VI.29 **The Advisory Committee recommends approval of the Secretary-General's proposal for 2012-2013. While the Committee accepts that the operational nature of UNHCR may require a flexible staffing table, it is nevertheless of the view that, for the purposes of transparency and accountability, the detailed composition of the 218 posts financed by the grant from the regular budget should continue to be provided in the context of the UNHCR biennial programme budgets.**

General comments and recommendations

Service centres in Budapest

VI.30 The Advisory Committee recalls that, in the context of its review of the proposed programme budget for 2010-2011 (A/64/7, para. VI.27), it was informed that UNHCR had outposted certain administrative functions from Geneva to establish a Global Service Centre and a Global Learning Centre in Budapest. It was estimated at the time that start-up and transitional costs would amount to approximately $20 million and that, starting in 2010, savings of approximately $9.5 million would be realized annually.

VI.31 In this connection, the Advisory Committee notes from table 25.4 of the proposed budget that annual savings of $6.15 million were already realized in 2009 and that the revised projections for annual savings would amount to $15.2 million for 2010, $17 million for 2011, and $16.3 million for 2012 and 2013 respectively. It is indicated that the estimates in table 25.4 take into account the contribution of the Government of Hungary, which is providing rent-free premises in central Budapest, office furniture and the cost of maintenance and utilities, and of reception and security services for a period of 10 years (A/66/6, para. 25.18).

VI.32 The Advisory Committee was informed that the implementation of results-based management in 2010 had been one of the change initiatives undertaken by UNHCR to make the organization more transparent, flexible and responsive. Upon enquiry, the Committee was provided with an update on the efficiency gains achieved through various reform measures carried out by UNHCR. The Committee was informed that UNHCR had implemented wide-ranging internal reforms over the past five years, including the creation in 2007 of the service centres in Budapest, which was driven by a critical need to reduce administrative costs at the headquarters. Consequently, UNHCR headquarters costs had been reduced from 13.9 per cent of total expenditure in 2006 to 9.1 per cent in 2010, while the proportion of staff costs of overall UNHCR costs had decreased from 41.4 per cent to 27.1 per cent. Furthermore, the savings achieved through the reforms allowed UNHCR a margin of manoeuvre to allocate unearmarked voluntary contributions to underfunded operations and emergencies and to launch initiatives to improve its protection and emergency response capacities. **The Committee welcomes the initiatives taken and progress achieved so far by UNHCR and expects that further efficiencies will be pursued.**

Publications

VI.33 A summary of recurrent and non-recurrent publications is presented in table 25.3 of the proposed budget. In the annex to the proposed budget a list of publications which are to be discontinued in 2012-2013 is also provided. The Advisory Committee was informed that publications to be issued in the biennium 2012-2013, in both print and electronic format would include (a) an annual update of the *UNHCR Statistical Yearbook* showing global levels of and trends in the populations of concern to UNHCR, as well as durable solutions and (b) research papers commissioned on a range of priority protection-related themes. In addition, UNHCR will also issue electronic publications and regular updates on its work and issues relating to refugees and other populations of concern on its websites and on social media. The Committee has commented further on the issue of publications in chapter I, paragraphs 109 and 110.

Section 26
Palestine refugees

Proposal submitted by the Secretary-General	$48,712,400[a]
Revised appropriation for 2010-2011	$43,712,400

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

VI.34 The regular budget resources proposed by the Secretary-General for section 26 amount to $48,712,400, before recosting, representing an increase of $5,000,000, or 11.4 per cent, compared to the appropriation for the biennium 2010-2011 (A/66/6 (Sect. 26), table 26.3). For 2012-2013, the regular budget share of the total biennial budget of the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) would amount approximately to 2.7 per cent, based on the projection that $1,857,300,000 of extrabudgetary resources would be required (ibid., paras. 26.12 and 26.13).

VI.35 The Secretary-General indicates that the General Assembly, in its resolution 3331 B (XXIX), decided that, with effect from 1 January 1975, the expenses for salaries of international staff in the service of UNRWA, which would otherwise have been charged to voluntary contributions, should be financed by the regular budget of the United Nations for the duration of the Agency's mandate (ibid., para. 26.2). The proposed increase of $5,000,000 for 2012-2013 reflects the resources for the delayed impact of 14 new Professional posts approved by the General Assembly for 2010-2011 ($2,283,200); the proposed 13 new posts ($2,475,200); the reclassification of 5 posts ($236,600); and an increase of $5,000 in non-post resources (ibid., para. 26.22; see also paras. VI.40 and VI.48 below).

VI.36 Table VI.5 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for the biennium 2012-2013. The table also shows extrabudgetary posts proposed for the biennium 2012-2013.

Table VI.5
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	133	1 USG, 1 ASG, 4 D-2, 13 D-1, 23 P-5, 54 P-4, 24 P-3, 2 P-2/1, 11 GS (OL)
Proposed for 2012-2013	146	1 USG, 1 ASG, 8 D-2, 10 D-1, 27 P-5, 57 P-4, 29 P-3, 2 P-2/1, 11 GS (OL)
New posts	13	1 D-1, 3 P-5, 4 P-4, 5 P-3
Reclassifications	5	4 D-1 to D-2 and 1 P-4 to P-5
Extrabudgetary		
Proposed posts for the biennium 2012-2013[a]	75	2 D-2, 2 D-1, 7 P-5, 54 P-4/3, 3 P-2/1, 7 GS (OL)

[a] UNRWA local staff numbering approximately 31,800 are not included in the table (see A/66/6 (Sect. 26), table 26.4, footnote).

Comments and recommendations on posts

VI.37 The Secretary-General proposes the establishment of 13 posts for 2012-2013, as follows (ibid., para. 26.23):

(a) Judge (D-1) and Registrar (P-4) for the Dispute Tribunal of UNRWA (see also paras. VI.41-VI.44 below);

(b) Chief of the Evaluation Division (P-5) and Financial Information and Systems Officer (P-4) at UNRWA headquarters;

(c) Chief of the Partnerships Division (P-5), to be based in Jerusalem (see para. VI.50 below);

(d) Senior Liaison Officer (P-4) in Brussels; Head (P-5) and Deputy Head (P-4) of the Representative Office in Washington, D.C. (see also para. VI.49 below);

(e) Security Officers (5 P-3), to be based in each of the five field offices in the West Bank, Gaza, Jordan, the Syrian Arab Republic and Lebanon.

VI.38 The Secretary-General also proposes the upward reclassification of five posts as follows (ibid., para. 26.24):

(a) Three of the five UNRWA Field Directors (West Bank, Lebanon and Gaza) from D-1 to D-2;

(b) Director, Finance Department from D-1 to D-2;

(c) Head of Safety and Security, at UNRWA headquarters, from P-4 to P-5.

The Advisory Committee was informed that since the last UNRWA reclassification review, undertaken in 1983, the responsibilities and accountabilities had increased considerably for some posts at the higher levels. The Committee was also informed that the Compensation and Classification Section of the Office of Human Resources Management of the United Nations Secretariat had recently reviewed the D-1 posts and determined they could be reclassified at the D-2 level.

VI.39 **Based on the justifications provided by the Secretary-General, the Advisory Committee recommends acceptance of the Secretary-General's proposal, including with regard to the proposed 13 new posts and 5 reclassifications.**

Comments and recommendations on non-post resources

VI.40 With respect to the proposed increase of $5,000 in non-post resources for 2012-2013 (see para. VI.35 above), the Advisory Committee was informed that the proposed increase reflected requirements for general temporary assistance under other staff costs to cover the replacement of staff on maternity or extended sick leave. The total non-post resources requested for 2012-2013 amount to $19,900. **The Committee recommends approval of the Secretary-General's proposal for non-post resources.**

General comments and recommendations

UNRWA Dispute Tribunal and the new administration of justice system

VI.41 As indicated above, two of the new posts proposed, namely those for a Judge and a Registrar relate to the UNRWA Dispute Tribunal. The Secretary-General states that the Dispute Tribunal would hear and pass judgement on applications submitted for its consideration and that its decisions may be appealed by UNRWA or its staff members to the United Nations Appeals Tribunal, in accordance with the Statute of the Appeals Tribunal (ibid., para. 26.23 (a)). Upon enquiry, the Advisory Committee was informed that the new internal justice system of UNRWA mirrored the United Nations two-tier system for the administration of justice. UNRWA, however, elected to establish its own Dispute Tribunal, as the option of participating in the United Nations Dispute Tribunal based on a headcount cost-sharing arrangement (see General Assembly resolution 63/253, para. 52), would expose the Agency to an additional cost of $8 million to $9 million per year, given its approximately 30,000 staff members. In addition to the cost of the proposed posts for a Judge and a Registrar, UNRWA also indicated that the operation of its administration of justice system would amount to $1 million per year, to be funded from the UNRWA General Fund.

VI.42 The Advisory Committee was further informed that UNRWA would participate in the United Nations Appeals Tribunal, the second tier of the United Nations administration of justice system. In this connection, the Committee recalls that article 2.10 of the Statute of the United Nations Appeals Tribunal, as approved by the General Assembly in its resolution 63/253, provides for the conclusion of a special agreement with the Secretary-General if the organization concerned utilizes a neutral first instance process. Accordingly, the Committee was informed, UNRWA signed a special agreement with the Secretary-General in December 2009. Pursuant to that agreement, UNRWA would be responsible for the payment of a flat fee of $9,600 per case to the United Nations Appeals Tribunal. In addition, the staff regulations and rules of UNRWA were amended, effective 1 June 2010, on the model of the United Nations Staff Regulations and Rules.

VI.43 With respect to the process for the selection of the Judge of the UNRWA Dispute Tribunal, the Advisory Committee was informed, upon enquiry, that an independent judge was selected by the UNRWA Internal Justice Committee, comprised of one area staff member selected by the Inter-Staff Union Conference, one international staff member elected by international staff, the Director of Human Resources, the Legal Adviser and three distinguished external jurists. The Committee was also informed that the UNRWA Dispute Tribunal was fully operational as of 1 June 2011 and currently funded by extrabudgetary resources.

VI.44 Upon enquiry, the Advisory Committee was further informed that the new internal justice system of UNRWA also featured a strengthened framework for resolving disputes, through informal dispute resolution mechanisms such as mediation. It was, however, also indicated to the Committee that UNRWA did not have a separate Office of the Ombudsman, but used the Ethics Officer to perform those functions. In this connection, the Committee recalls that in establishing the United Nations administration of justice system, the General Assembly recognized that the informal resolution of conflict was a crucial element of the system and emphasized that all possible use should be made of it in order to avoid unnecessary litigation (see resolution 61/261, para. 11). In the same resolution, the Assembly decided to create an Office of the Ombudsman for the Secretariat, funds and programmes, as well as a Mediation Division. **The Committee does not find the above-mentioned arrangement by UNWRA to be adequate. The Committee is of the view that UNRWA should ensure adequate support to its informal process of conflict resolution.**

Financial situation

VI.45 The Advisory Committee recalls that it had previously raised the issue of the funding shortfall that UNRWA had experienced in the context of its review of the proposed programme budget for 2010-2011 (A/64/7, para. VI.45). In this connection, the Committee was informed that extrabudgetary contributions to UNRWA, while having risen gradually over the years, had not kept pace with the increasing population and rising costs. Further, the lack of adequate resources had already had the effect of eroding the quality of UNRWA programmes and that the Agency had faced considerable difficulties in addressing the emergency needs of refugees.

VI.46 The Committee was further informed, upon enquiry, that the key issues contributing to the financial situation of UNRWA were as follows:

(a) Inadequate working capital, due to a continued decline during the past 10 years, from over $80 million to $42 million as at 1 January 2011; the reserve was insufficient to cover one month's expenditure of some $45 million to $50 million;

(b) Inadequate annual income, based on a projected deficit of $62 million by the end of 2011;

(c) Adverse internal and external factors, due to increased requirements as a result of inflation-related wage increases ($12 million), an aging workforce and severance pay ($4 million) and costs for food and medical supplies and utility services ($4 million), as well as the serious domestic economic challenges experienced by its donors.

VI.47 Regarding its severance provision to its area staff, UNRWA expressed the concern that the implementation of IPSAS from 1 January 2012 would expose the value of the severance payments as a liability on the UNRWA balance sheet. As its severance liability was entirely unfunded, the total liabilities of UNRWA would be greater than its total assets by late 2013, which would have the effect of reporting negative net equity. UNRWA expected that its external auditors would express serious concerns regarding its financial viability. **The Advisory Committee intends to revert to the issue when it considers the biennial budget of UNRWA for 2012-2013.**

VI.48 The Secretary-General indicates in the proposed budget that the General Assembly, in its resolution 65/272, requested him to continue to support the institutional strengthening of the Agency through the provision of financial resources from the regular budget of the United Nations. Accordingly, resource growth of $5 million is proposed for 2012-2013 (A/66/6 (Sect. 26), para. 26.11). **The Advisory Committee notes that the cost of the delayed impact of 14 new Professional posts approved by the General Assembly for 2010-2011 amounts to $2,283,200, or 46 per cent, of the total increase proposed by the Secretary-General.**

Reform process

VI.49 The Advisory Committee recalls that UNRWA initiated an organizational development plan to reform and strengthen management structures and processes (A/64/7, para. VI.35). In this connection, the Committee was informed that the organizational development reform process, already concluded, had instituted major improvements to the way UNRWA operated, including a medium-term strategy supported by a results-based planning system. Furthermore, UNRWA had introduced a new programme of reform, Sustaining Change, to improve the effectiveness of its delivery of health and education services and its approach to poverty alleviation. The Committee was further informed that it was in that context that UNRWA had requested the four posts to carry out resource mobilization activities in order to maintain and to improve its level of voluntary funding (see para. VI.37 (c) and (d) above).

VI.50 With respect to the envisaged resource mobilization activities of UNRWA, the Advisory Committee was informed that the request for a post of Chief of the Partnerships Division stemmed from the recognition that the funding of development and humanitarian aid was not solely the purview of Member States. While WFP and UNHCR had obtained some 3.5 per cent of their resources through private fund-raising, the present level of private funding of UNRWA accounted for 0.1 per cent of its resources. There was, therefore, considerable potential for the Agency to increase its voluntary contributions through partnerships with foundations, private entities and the general public. **The Committee welcomes the UNRWA initiative to strengthen its partnership with non-traditional donors so as to broaden its donor base. The Committee also encourages UNRWA to continuously explore further reform and efficiency initiatives.**

Section 27
Humanitarian assistance

Proposal submitted by the Secretary-General	$29,741,100[a]
Revised appropriation for 2010-2011	$29,399,900
Projected extrabudgetary resources	$496,114,400[b]

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] This amount does not include grants earmarked for non-Office for the Coordination of Humanitarian Affairs activities provided through the Trust Fund for Disaster Relief (estimated at $150,000,000 for 2012-2013) and by the Central Emergency Response Fund (estimated at $800,000,000 for 2012-2013).

VI.51 Regular budget resources requested by the Secretary-General under section 27 amount to $29,741,100 for the biennium 2012-2013, representing an increase of $341,200, or 1.2 per cent, compared to 2010-2011. The Secretary-General indicates in the report that the increase reflects his continued commitment to gradually strengthening the regular budget component of the Office for the Coordination of Humanitarian Affairs and is in response to General Assembly resolution 57/153, in which the Assembly emphasized that the Office should benefit from adequate and more predictable funding (A/66/6 (Sect. 27), para. 27.8).

VI.52 The regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for 2012-2013 are summarized in table VI.6, which also shows the extrabudgetary posts proposed for 2012-2013.

Table VI.6
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	70	1 USG, 1 ASG, 3 D-2, 3 D-1, 10 P-5, 16 P-4, 14 P-3, 5 P-2, 2 GS (PL), 15 GS (OL)
Proposed for 2012-2013	72	1 USG, 1 ASG, 3 D-2, 4 D-1, 11 P-5, 16 P-4, 14 P-3, 5 P-2, 2 GS (PL), 15 GS (OL)
New	2	1 D-1 for subprogramme 3, 1 P-5 for subprogramme 2
Extrabudgetary		
Proposed for 2012-2013	1 879	1 ASG, 1 D-2, 12 D-1, 79 P-5, 218 P-4, 319 P-3, 58 P-2/1, 4 GS/PL, 161 GS/OL, 340 NO, 686 LL

VI.53 The Secretary-General indicates that, during the biennium 2012-2013, projected extrabudgetary resources amounting to $496,114,400, representing 94 per cent of the overall resource requirements of the Office for the Coordination of Humanitarian Affairs, would complement resources from the regular budget to finance various activities of the Office. The extrabudgetary proposals for 2012-2013 show a projected reduction of $23,690,700 in resources as compared with 2010-2011, as a result of an exercise aimed at aligning the financial requirements to the level of anticipated contributions (ibid., paras. 27.10 and 27.11).

Comments and recommendations on posts

New posts

VI.54 The Secretary-General proposes the establishment of one P-5 regular budget post for subprogramme 2, Coordination of humanitarian action and emergency response, for the Chief of Section, Consolidated Appeals Process, in the External Relations and Support Mobilization Branch, who would be responsible for the timely production of United Nations inter-agency humanitarian appeals, lead inter-agency policy development and implementation of the consolidated appeals process and good humanitarian donorship, as well as manage such public information tools as the financial tracking service and the online project system (ibid., para. 27.34). Upon enquiry, the Advisory Committee was informed that the P-5 post of Chief of Section had been established in the biennium 2010-2011 and funded from extrabudgetary resources. **While the Committee does not object to the establishment of the P-5 post under subprogramme 2, it points out that the proposal should have been accurately presented as a shift in funding from extrabudgetary sources to the regular budget.**

VI.55 Under subprogramme 3, Natural disaster reduction, it is proposed to establish one new D-1 post for the Chief of Branch, Regional Programmes and Policy Development. The Secretary-General indicates that the International Strategy for Disaster Reduction regional offices play a vital role in carrying out the mandate of the Strategy, namely to serve as the focal point in the United Nations system for the coordination of disaster reduction and to ensure synergies among the disaster reduction activities of the United Nations system and regional organizations and activities in socio-economic and humanitarian fields. The regional offices provide support to regional cooperation frameworks for disaster risk reduction and to the regional implementation of the Hyogo Framework for Action (ibid., para. 27.41). The General Assembly, in its resolution 65/157, acknowledged the growing demands on the secretariat of the International Strategy for Disaster Reduction and the need for increased, timely, stable and predictable resources for the implementation of the Strategy. The Secretary-General indicates that the Strategy secretariat, which is currently funded exclusively through extrabudgetary resources, has taken a number of measures to increase the predictability of funds through the expansion of the donor base and the increase in unearmarked funds; however, by their nature, extrabudgetary resources do not ensure the necessary predictability and stability of funding of the core and recurrent activities of the Strategy secretariat (ibid., para. 27.42). The Advisory Committee notes the intention of the Secretary-General to submit to the General Assembly at its sixty-sixth session a report containing recommendations in response to resolution 65/157, in which the Assembly requested the Secretary-General to consider how best to support the implementation of the natural disaster reduction strategy (ibid.). Upon enquiry, the Committee was informed that among the recommendations to be contained in the report on the International Strategy for Disaster Reduction is the proposal to establish the D-1 post of Chief of Branch, Regional Programme and Policy Development, under the regular budget. **The Committee does not object to the establishment of the D-1 post under subprogramme 3.**

Comments and recommendations on non-post resources

VI.56 The Secretary-General proposes a total of $7,311,900 under non-post resources, reflecting a decrease of $390,200 resulting from decreases under contractual services ($202,400), general operating expenses ($158,800), consultants ($14,700) and hospitality ($500), offset in part by increases in grants and contributions ($36,400), furniture and equipment ($23,900), other staff costs ($6,700) and supplies ($200). **The Advisory Committee recommends approval of the proposed non-post resources.**

General comments and observations

VI.57 The Secretary-General indicates in table 27.21 of the report that a feasibility review will be undertaken in 2011, stemming from a recommendation of OIOS in its audit of the governance, arrangements of the Office for the Coordination of Humanitarian Affairs for the Common Humanitarian Fund for the Sudan, in which OIOS had found that the accountability of the Common Humanitarian Fund implementing agencies was limited to the submission of project implementation reports, and that there was no requirement to use monitoring, evaluation and audit results in approving projects and allocating funds (A/65/271 (Part I), para. 33). OIOS recommended that the Humanitarian Coordinator for the Sudan use the monitoring, evaluation and audit results of implementing agencies in the allocation process, in order to improve the overall effectiveness and efficiency of the implementation of Common Humanitarian Fund projects (AN2010/590/05, recommendation 4). Upon enquiry, the Advisory Committee was informed that the Office for the Coordination of Humanitarian Affairs had assessed the feasibility of the recommendation and had decided to develop in 2011 a general framework of monitoring and evaluation for the Common Humanitarian Fund for the Sudan, which would form an annex to the Fund's guidelines. In this connection, a workshop was convened in April 2011 to improve the management of country-based pooled funds through strengthening monitoring and evaluation mechanisms. **The Committee acknowledges the importance of strengthening accountability for projects implemented under the Fund and looks forward to the expeditious completion of the general framework, which should serve as a sound basis for monitoring and evaluation.**

Part VII
Public information

Section 28
Public information

Proposal submitted by the Secretary-General	$179,432,200[a]
Revised appropriation for 2010-2011	$184,996,600
Projected extrabudgetary resources	$6,339,100[b]

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Including other assessed resources amounting to $1,433,000, amending the information contained in table 28.6 of document A/66/6 (Sect. 28) to reflect the decision taken in General Assembly resolution 65/290 on the support account for peacekeeping operations, as well as extrabudgetary resources in the amount of $4,906,100.

VII.1 Regular budget resources requested by the Secretary-General for section 28 for the biennium 2012-2013 amount to $179,432,200 before recosting, representing a decrease of $5,564,400, or 3.0 per cent, compared to the revised appropriation for the biennium 2010-2011 (A/66/6 (Sect. 28), table 28.6).

VII.2 During its consideration of the Secretary-General's proposals under section 28, the Advisory Committee was informed that the overall decrease in the resources required was due primarily to the streamlining of the activities of the Department of Public Information, in particular through the introduction of more modern information management technologies (see also paras. VII.17-VII.20 below), the more widespread use of the Internet and social media to disseminate information (see also paras. VII.14-VII.16 below) and the implementation of various online reporting and management tools (A/66/6 (Sect. 28), para. 28.5). **The Committee welcomes the efforts undertaken by the Secretary-General to reduce costs under section 28 and commends him, in particular, for introducing a number of measures that can been seen as "drivers of change" designed to alter the way in which the Department of Public Information does business, with a view to achieving longer-term efficiencies.**

VII.3 Table VII.1 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for the biennium 2012-2013. The table also shows the extrabudgetary posts proposed for the biennium 2012-2013.

Table VII.1
Staffing resources

	Posts	Level
Regular budget		
Approved for 2010-2011	738	1 USG, 4 D-2, 20 D-1, 37 P-5, 75 P-4, 89 P-3, 58 P-2/1, 9 GS (PL), 226 GS (OL), 45 NO, 174 LL
Proposed for 2012-2013	723	1 USG, 4 D-2, 20 D-1, 36 P-5, 75 P-4, 89 P-3, 58 P-2/1, 9 GS (PL), 217 GS (OL), 51 NO, 163 LL
New	1	1 P-2/1 under subprogramme 3
Redeployments	4	1 P-5 within subprogramme 1
		1 P-4 and 1 P-2 from subprogramme 2 to subprogramme 3
		1 P-3 from subprogramme 3 to subprogramme 2
Reclassifications	6	6 LL to NO under subprogramme 1
Conversions	4	4 GS (OL) under subprogramme 2
Abolitions	20	1 P-5, 1 P-2/1, 13 GS (OL), 5 LL
Extrabudgetary[a]		
Proposed for 2012-2013	14	3 P-4/3, 1 P-2/1, 10 GS (OL)

[a] The number of extrabudgetary posts includes 4 other assessed posts funded by the support account for peacekeeping operations and 10 extrabudgetary posts.

Comments and recommendations on posts

New post

VII.4 The Secretary-General is proposing the establishment of one P-2/1 post in the Education Outreach Cluster (subprogramme 3) (A/66/6 (Sect. 28), para. 28.49). In the supplementary information provided to the Advisory Committee, the Secretary-General indicates that the current staffing level of the Cluster (two Professional posts and one General Service (Other level) post) is not sufficient to support the widened range of activities foreseen for the biennium 2012-2013, which will focus on expanding the Organization's relationships with academic and educational institutions. The Committee was informed, upon enquiry, that since youth was a priority audience for the Department (see also para. VII.13 below), educational outreach had become a strategic imperative. The incumbent of the proposed post would be responsible, inter alia, for assisting with the organization of United Nations student conferences and gathering information and undertaking research on the themes of those conferences; serving as a contact point for academic institutions interested in working with the United Nations; helping to identify and propose outreach opportunities and activities; and providing support for the United Nations Academic Impact programme, which encourages academic institutions to contribute substantively to the implementation of the Organization's mandates. **The Committee recommends approval of the proposal to establish one P-2/1 post in the Education Outreach Cluster.**

Redeployments

VII.5 It is proposed to redeploy the following four posts:

(a) One P-5 post of United Nations Information Centre Director from United Nations field offices, information component, to the United Nations Information Centre in Nairobi (subprogramme 1) in order to strengthen the staffing structure of the latter, which offers advice and support in designing information strategies for small United Nations offices and programmes in Kenya and eastern Africa and in disseminating relevant information to the press and the public, and provides a central access point for information about the local, regional and global work of the United Nations (A/66/6 (Sect. 28), para. 28.33);

(b) One P-4 post of Information Officer from the News and Media Division (subprogramme 2) to Outreach services (subprogramme 3) to strengthen the NGO Relations Cluster (ibid., para. 28.41);

(c) One P-3 post of Information Officer from Outreach services (subprogramme 3) to the Office of the Spokesperson for the Secretary-General (subprogramme 2) in order to ensure that the staffing level of that Office is adequate to deal with the complex nature of the work undertaken (ibid., para. 28.40);

(d) One P-2/1 post of Associate Administrative Officer from the Office of the Spokesperson for the Secretary-General (subprogramme 2) to Outreach services (subprogramme 3) in order to augment administrative support and oversight in the Outreach Division (ibid., para. 28.49).

The Advisory Committee has no objection to the proposed redeployments. With the net addition, through redeployment, of one post to Outreach services, as well as the establishment of the P-2/1 post referred to in paragraph VII.4 above, the Committee expects that the Department will be able to further broaden the scope of its outreach activities.

Reclassifications

VII.6 The Secretary-General is proposing to reclassify six Local level posts (one at the United Nations Information Centre in Algiers and five at United Nations field offices in Belarus, Eritrea, Georgia, Ukraine and Uzbekistan) to the National Officer level. The proposed reclassifications are intended to ensure that the level of the posts is commensurate with the professional nature of the functions performed by the incumbents and to help attract qualified local professionals with the relevant expertise (ibid., paras. 28.33 and 28.34). The Advisory Committee notes that the Secretary-General's proposal is also in line with its own earlier recommendation that national staff should be used as widely as possible at both the Professional and General Service levels (see A/60/7, paras. 70 and 71). **The Committee recommends approval of the proposal to reclassify six posts from the Local level to the National Officer level.**

Conversions to established posts

VII.7 The Secretary-General also proposes the conversion to established posts of four General Service (Other level) positions currently funded under general temporary assistance. The positions, which are located in the website units of the News and Media Division (subprogramme 2), are proposed for conversion in order to reflect the Department's commitment to ensuring parity among the six official languages and because the functions performed by their incumbents are of a continuing nature (A/66/6 (Sect. 28), para. 28.41). **Bearing in mind that the**

General Assembly, in its resolution 65/107 B, requested the Department of Public Information to further improve the actions taken to achieve full parity among the six official languages on the United Nations website, the Advisory Committee recommends approval of the conversion of four General Service (Other level) positions to established posts at the same level.

Abolitions

VII.8 It is proposed that the following 20 posts be abolished:

(a) One P-5 Chief of Section, one P-2 Librarian and nine General Service (Other level) Library Assistant posts as a result of improvements in technology and modified processes in the Dag Hammarskjöld Library (subprogramme 3) (see also para. VII.20 below) (A/66/6 (Sect. 28), para. 28.49);

(b) One General Service (Other level) post of Secretary and three General Service (Other level) posts of Public Information Assistant in the News and Media Division (subprogramme 2) as a result of the realignment of resources to increase productivity (ibid., para. 28.41);

(c) Five Local level posts at the United Nations information centres in Bucharest (2 posts), Lomé, Lima and Port of Spain (subprogramme 1), following a review of the Department's information centre needs and its ability to perform the functions concerned within existing capacity, taking into account retirement and vacancy trends (ibid., para. 28.34).

The Advisory Committee has no objection to the proposed abolitions.

Recommendation on non-post resources

VII.9 The estimate of $36,574,700 for non-post resources for 2012-2013 reflects a decrease of $3,676,400, or 9.1 per cent, as compared to the revised appropriation for 2010-2011. The Advisory Committee notes from the supplementary information provided to it that the Secretary-General is proposing decreases under all objects of expenditure, with the exception of travel of representatives. **The Committee recommends approval of the Secretary-General's proposal for non-post resources under section 28.**

General comments and recommendations

Vacancy rates

VII.10 Upon enquiry, the Advisory Committee was informed that, as at 30 April 2011, 36 of the Department's 738 regular budget posts authorized for the biennium 2010-2011 were vacant, representing a vacancy rate of 4.9 per cent. The Committee notes from the additional information provided to it that many of the Department's vacant posts are located in the field. **The Committee attaches importance to public information activities in the field, since they serve to promote greater public understanding of and support for the aims and activities of the United Nations by bringing information about the work of the Organization to people everywhere and by adapting that information for specific regional, national and local audiences (see also paras. VII.21-VII.24 below). The Committee therefore urges the Secretary-General to fill all remaining vacancies in the field expeditiously.**

Monitoring and evaluation

VII.11 In paragraph 28.13 of the budget document (A/66/6 (Sect. 28)/Corr.1), the Secretary-General indicates that, pursuant to General Assembly resolution 58/269, regular budget resources identified for the conduct of monitoring and evaluation total $2,792,000, which is equivalent to 292 work-months of staff.

VII.12 Upon enquiry, the Advisory Committee was informed that the entity responsible for monitoring and evaluation, the Evaluation and Communications Research Unit, was located in the Office of the Under-Secretary-General. Three Professional and two General Service staff members were involved in monitoring and evaluation activities on a full-time basis. The Committee was further informed that, during the biennium 2012-2013, the Department would assess:

(a) The reach and utility of its weekly briefings programme for associated non-governmental organizations (NGOs);

(b) The effectiveness of the annual NGO conference and the United Nations Citizen Ambassador programme in promoting civil society engagement with the work of the United Nations;

(c) The effectiveness of the Global Model United Nations in improving young people's understanding of the work of the Organization;

(d) User satisfaction with its internal communications tools (iSeek and the Intranet);

(e) The usefulness of the Messenger of Peace programme in promoting media coverage of priority issues;

(f) The reach and impact of its news products;

(g) The effectiveness of the sustainable development communications campaign in raising awareness of relevant issues;

(h) The navigability and usability of the United Nations website (www.un.org), as well as its responsiveness to user queries.

The Committee notes the wide range of monitoring and evaluation activities to be carried out by the Department of Public Information during the biennium 2012-2013. The Committee looks forward to receiving information on the outcome of those activities and any follow-up action taken, as well as an indication of lessons learned, in a future submission. The Committee has commented further on the issue of monitoring and evaluation in chapter I, above.

Youth as a strategic focus for the Department's work

VII.13 The Advisory Committee notes from paragraph 28.2 of the budget document that the Department of Public Information has identified youth as a strategic focus for its communications work. Upon enquiry, the Committee was informed that, as part of its strategy to engage young people worldwide on important United Nations-related issues, the Department had already launched a number of initiatives, including the Global Model United Nations; a series of global student videoconferences on various themes; the United Nations Academic Impact programme; measures to ensure youth participation in the annual NGO conference; and outreach activities. **The Committee welcomes the attention given by the**

Department to promoting the work of the Organization among young people. The Committee expects that the Secretary-General will continue his efforts in this regard and pursue new opportunities for engagement with youth. In the Committee's view, the effective use of new media (see paras. VII.14-VII.16 below) should be an important part of those efforts.

Use of new media

VII.14 During its consideration of the Secretary-General's proposals under section 28, the Advisory Committee was informed that the constantly evolving technology landscape and the ongoing information revolution provided fertile ground for enhancing and modernizing the services offered by the Department of Public Information. In this connection, the Committee notes that a number of expected accomplishments and indicators of achievement for the biennium 2012-2013 refer to the use of the Internet and online social networking tools to broaden understanding of and support for the work of the United Nations.

VII.15 Upon enquiry, the Advisory Committee was informed that, in addition to running its own website (www.un.org), the United Nations currently had a presence on a number of social media platforms, including Twitter, Facebook and Youku. The Committee was provided with the following table, which quantifies social media traffic generated from platforms managed by the Department of Public Information as at 3 June 2011:

Platform	*Facebook*	*Twitter*	*Flick'r*	*YouTube*	*Sina microblog*	*Tudou*	*Youku*
Number of followers/ views/subscribers	111 699	400 561	1 121 166	3 362 499	330 865	366 242	2 171 676

VII.16 The Advisory Committee was also informed that, in order to make United Nations publications more easily available in electronic form to users worldwide, the Sales and Marketing Cluster had introduced e-books and applications ("apps") for tablet computers and mobile reading devices. **The Committee welcomes the efforts made by the Department to continue to broaden its constituency by using the Internet and social networking tools, which have grown considerably in popularity in recent years and, when used effectively, can help the Organization to portray itself as engaged, in touch and accessible. At the same time, however, the Committee notes that more traditional means of communication (i.e. radio and print media) remain an important part of efforts to ensure that the message of the Organization is effectively promoted, particularly in developing countries.**

Modernization of the Dag Hammarskjöld Library

VII.17 The Advisory Committee notes that the evolving technology landscape and the information revolution referred to above are also providing the Department of Public Information with the opportunity to continue modernizing the operations of the Dag Hammarskjöld Library in order to ensure that it can provide enhanced services to United Nations staff and delegates and also serve as a virtual gateway to United Nations information for researchers and the general public worldwide (A/66/6 (Sect. 28), para. 28.6).

VII.18 Upon enquiry, the Advisory Committee was informed that $650,000 of the resources proposed under this section would be used for the modernization of the Library. Those resources would be used to acquire the technical solutions necessary to upgrade and customize current information management systems, migrate data and train staff. They would also cover requirements for system-related contractual services, installation and change management measures. The Committee was further informed that, in the longer term, a separate project would be developed to review the activities of United Nations libraries globally, with a view to increasing policy coherence and further harmonizing systems. To that end, the Department of Public Information would initiate, later in 2011, a review within the framework of the Steering Committee for the Modernization and Integrated Management of United Nations Libraries, which had been established following the issuance of the Secretary-General's report entitled "Strengthening of the United Nations: an agenda for further change" (A/57/387).

VII.19 The Advisory Committee notes that the measures outlined in the preceding paragraph are to be implemented in parallel with the ongoing project to digitize, retrospectively, United Nations parliamentary documents dating from 1946 to 1993 and upload them to the Official Document System (ODS). Upon enquiry, the Committee was informed that there were currently five staff members involved in that project, begun in January 1999, which, as at 31 October 2010, had resulted in the digitization and uploading of around 225,000 documents (1,900,000 pages) to ODS. Approximately 3,750,000 documents dating from before 1993 remained to be processed, but it was expected that only 25 per cent of them would be considered important enough to be digitized.[7] The Committee was further informed that the Department of Public Information had begun discussions with the Department for General Assembly and Conference Management and the Office of Information and Communications Technology regarding the establishment of a separate project for the digitization of United Nations documents, which would make it possible to complete the digitization of all pre-1993 documents within five years. Should that project be implemented, it might provide an opportunity to review the number of Library staff currently dealing with digitization. **The Committee sees merit in the project, which has the potential to lead to further cost reductions, and encourages the departments concerned to conclude the relevant negotiations as soon as possible.**

VII.20 The Advisory Committee notes that the technological improvements and modified processes to be introduced during the biennium 2012-2013 would result in the abolition of 11 posts in the Library (one P-5, one P-2 and nine General Service (Other level) posts) (see para. VII.8 above). **The Committee welcomes the ongoing efforts to modernize and streamline the Library's operations, which are expected to yield a reduction in post costs, and looks forward to receiving a status update on the projects outlined above, including an assessment of their impact and an indication of their potential for future savings and of any lessons learned, in a future submission.**

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[7] The Advisory Committee was informed, upon enquiry, that "important" United Nations documents consisted of the official records of major United Nations organs, including resolutions, meeting records, reports of committees, commissions and other major bodies, budgetary and financial reports and reports of preparatory meetings for major United Nations conferences.

United Nations information centres

VII.21 Proposed regular budget requirements for the network of United Nations information centres for the biennium 2012-2013 amount to $40,808,400 and would provide for 246 posts (39 Professional, 161 Local level and 46 National Officer) and the related non-post resources (A/66/6 (Sect. 28), para. 28.34). The posts are distributed among the 53 United Nations information centres worldwide, 25 of which are headed by staff of the Department of Public Information and the remaining 28 by the respective United Nations Resident Coordinator. The centres function as the principal sources of information about the United Nations system in the countries in which they are located and are responsible for promoting greater public understanding of and support for the aims and activities of the United Nations by bringing information on the work of the Organization to people everywhere, especially in developing countries.

VII.22 The Advisory Committee recalls, in this connection, that, in its resolution 64/243, the General Assembly approved the establishment of a new United Nations information centre in Luanda. The budget proposals for the biennium 2012-2013 include resources relating to the delayed impact of six posts established for that centre (A/66/6 (Sect. 28), para. 28.34). In response to a question regarding the current status of the Information Centre in Luanda, the Committee was informed that the Government of Angola had recently approved the allocation of resources for the construction of the necessary office space, and that the Department of Public Information was working with the Office of Legal Affairs on the relevant host country agreement.

VII.23 During its consideration of the proposals under section 28, the Advisory Committee was informed by representatives of the Secretary-General that, given the prevailing economic climate, as well as the difficulties faced by the Organization in obtaining suitable premises at a reasonable cost, the Department of Public Information had begun to reassess and rationalize its strategy for the operation of United Nations information centres. In order to mitigate the impact of increased expenditure due to additional safety and security measures and rising rents and utility costs, the Department was reducing the physical office space assigned to United Nations information centres by, inter alia, donating library collections to local universities or sharing space with other members of the United Nations country team. As indicated in paragraph VII.8 above, the Secretary-General is also proposing the abolition of five Local level posts at four United Nations information centres following a review of needs and of the opportunity of redistributing functions within existing capacity. The Committee was informed that, in the longer term, the Department's strategy was to ensure that its information centres could capitalize on the comparative advantages they offered to the United Nations country team and the Secretariat as providers of professional communications support and guidance informed by a good knowledge of the local environment and languages. In the future, the centres would focus more on helping their clients to access electronic information resources and on undertaking outreach activities away from office premises.

VII.24 **The Advisory Committee has been a long-standing supporter of United Nations information centres, since it is convinced that their role in disseminating information about the work of the United Nations and in adapting that information for local audiences constitutes a vital part of efforts**

to generate broad-based support for the Organization and its aims. In view of the constraints and uncertainties facing the information centres, the Committee considers that the Secretary-General should, in a future submission, present a detailed plan of action to ensure that the network of United Nations information centres can continue to operate effectively in the medium to long term.

Update on the measures taken to enhance professional skills in the Graphic Design Unit

VII.25 The Advisory Committee recalls that, in its first report on the proposed programme budget for the biennium 2010-2011, it urged the Secretary-General, as a matter of priority, to present to the General Assembly proposals to enhance professional skills in the Graphic Design Unit (A/64/7, para. VII.12). In response to a query concerning the current status of those proposals, the Committee was informed that the majority of the design staff (6 of 11 staff members) in the Graphic Design Unit were Graphic Design Assistants at the General Service level. For those staff, promotion to the Professional level was possible only through the G to P or the competitive examination, and there was no dedicated examination for graphic design, only for web design and development. The Committee was further informed, however, that the staff of the Unit had been given priority access to external training programmes in order to enhance their skills. **Given the importance of the Graphic Design Unit in communicating the messages of the United Nations, the Committee urges the Secretary-General to continue taking steps to enhance the professional skills and career development opportunities of staff in that Unit.**

Publications

VII.26 Table 28.3 of the budget document presents a summary of the recurrent and non-recurrent publications to be issued by the Department of Public Information during the biennium 2012-2013. The Advisory Committee notes from the table that the number of publications is projected to decrease from 71 in 2010-2011 to 61 in 2012-2013, and that all 61 publications are of a recurrent nature. Although the Committee was informed, upon enquiry, that a number of depositary libraries in Member States had requested that the Department no longer send hard copies of publications because they could be downloaded from the Internet, it notes from the supplementary information provided to it that all 61 of the Department's publications will be issued in print, with only 10 (two editions of the *Yearbook of the United Nations* and eight issues of the *United Nations Chronicle*) offered in an electronic format. **The Committee encourages the Department of Public Information to continue to monitor its publications programme in order to ensure that it responds to Member States' evolving requirements.** The Committee has commented further on the issue of publications in chapter I, above.

VII.27 On a related matter, the Advisory Committee notes that, in its report on the financial statements of the United Nations for the biennium ended 31 December 2009, the Board of Auditors recommended that the Administration re-examine and, where necessary, redistribute the missions and activities of the Publications Board (A/65/5 (Vol. I), para. 251). In table 28.26 of the budget document, the Secretary-General describes the steps taken and envisaged to respond to that recommendation, which include the convening of a working group of the Publications Board, as well as the establishment of the Working Group on Publishing. **The Committee looks**

forward to receiving information on the outcome of that work at the appropriate time.

Enhancing the responsiveness of the Department of Public Information to the Organization's needs

VII.28 **The Advisory Committee reiterates its view that public information activities play a vital role in shaping the public perception of how the Organization is performing in delivering its mandated responsibilities (see also A/64/7, para. VII.2). However, now that the relevance of the mainstream news media is being challenged by the rising popularity of alternative sources, news distribution platforms are rapidly multiplying and diversifying and social media tools are revolutionizing the way in which people access and share information, the Committee wonders whether the time has come for the Department of Public Information to assess how it can enhance the responsiveness of its public information activities to the Organization's needs, how it can bring greater creativity and innovation to its work, and how it can continue to promote the work of the United Nations in a way that is more relevant to the daily lives of individuals all around the world. The Committee notes that this matter falls within the purview of the Committee on Information and therefore invites the Secretary-General to refer the issue to that Committee for further consideration.**

Part VIII
Common support services

Section 29
Management and support services

Proposal submitted by the Secretary-General	$531,865,200[a]
Revised appropriation for 2010-2011	$525,971,200
Projected extrabudgetary resources	$462,698,600[b]

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Including other assessed resources amounting to $251,005,200, amending the information contained in table 29.1 of A/66/6 (Sect. 29) to reflect the decision taken in General Assembly resolution 65/290 with respect to the support account for peacekeeping operations, as well as extrabudgetary resources in the amount of $211,693,400.

VIII.1 The overall objectives of activities implemented under part VIII of the proposed programme budget for the biennium 2012-2013 are: (a) to enhance the accountability and efficiency of the Organization in managing its resources in four broad management areas: finance; human resources; information and communications technology; and support services, including procurement and infrastructure; (b) to provide support services to the intergovernmental processes of the Organization; (c) to secure financing for the mandated programmes and activities of the Secretariat; and (d) to support the implementation of those programmes and activities. Part VIII of the proposed programme budget for the biennium 2012-2013 covers section 29, Management and support services, which is divided into seven subsections dealt with separately below, and section 30, Office of Information and Communications Technology.

VIII.2 Regular budget resources requested by the Secretary-General for section 29, Management and support services, amount to $531,865,200 before recosting, representing an increase of $5,894,000, or 1.1 per cent, as compared to the revised appropriation for the biennium 2010-2011.

Section 29A
Office of the Under-Secretary-General for Management

Proposal submitted by the Secretary-General	$32,816,100[a]
Revised appropriation for 2010-2011	$26,126,100
Projected extrabudgetary resources	$190,781,300[b]

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Including other assessed resources amounting to $160,313,800, amending the information contained in table 29.1 of A/66/6 (Sect. 29) to reflect the decision taken in General Assembly resolution 65/290 with respect to the support account for peacekeeping operations, as well as extrabudgetary resources in the amount of $30,467,500.

VIII.3 Regular budget resources requested by the Secretary-General for section 29A amount to $32,816,100 before recosting, reflecting an increase of $6,690,000, or 25.6 per cent, over the revised appropriation for the biennium 2010-2011 (see A/66/6 (Sect. 29A), table 29A.4). A summary of the changes is provided in paragraph 29A.10 of the budget document (A/66/6 (Sect. 29A)). As indicated, the increase is essentially related to the enterprise resource planning project (Umoja) component, reflecting the provision of the regular budget share of the requirements for the Umoja project for the biennium 2012-2013.

VIII.4 In paragraph 29A.11 of the Secretary-General's report (A/66/6 (Sect. 29A)), he indicates that the regular budget resources would be complemented by other assessed resources of $171,165,300, comprising $103,191,700 for the enterprise resource planning project and $67,973,600 from the support account for peacekeeping operations. During its consideration of the Secretary-General's proposals for section 29A, the Advisory Committee was informed that, subsequent to the decision taken by the General Assembly in its resolution 65/290, on the support account for peacekeeping operations, the overall level of other assessed resources for the section was reduced to $160,313,800, comprising $94,370,400 for the enterprise resource planning project and $65,943,400 for the support account for peacekeeping operations. The Office will also have at its disposal estimated extrabudgetary resources of $30,467,500 from programme support income received as reimbursement for services provided by the central administration for extrabudgetary activities and from technical cooperation reimbursement resources, of which $27,702,100 is for the enterprise resource planning project.

VIII.5 The key responsibilities of the Department of Management and its priorities for the biennium 2012-2013 are outlined in paragraphs 29A.1 to 29A.9 of the budget document (A/66/6 (Sect. 29A)). In addition, the Secretary-General is to submit, for consideration by the General Assembly at the main part of its sixty-sixth session, a report on the implementation of its resolution 64/259, on the accountability framework, as well as a progress report on the implementation of the enterprise resource planning project (see A/66/6 (Sect. 29A), para. 29A.30, and General Assembly resolution 64/243). During its consideration of the budget proposals, the Advisory Committee was provided with an update on the activities currently under way in these two areas.

System of accountability

VIII.6 As regards the development of the system of accountability in the Secretariat, the Advisory Committee was informed that activities had been undertaken and progress had been made, inter alia, with respect to: (a) the identification of clear linkages between institutional and personal accountability in the senior managers' compacts for 2011; (b) the definition of clear roles and responsibilities, and ensuring systematic reporting and monitoring of delegation of authority under the Financial and Staff Regulations and Rules; (c) the development of a conceptual framework for results-based management, building on the framework approved by Member States in General Assembly resolution 63/276, while addressing the unique normative and operational requirements of the Organization; (d) the development of an enterprise risk management policy and methodology to guide the adoption of enterprise risk management and the strengthening of the internal control framework; and (e) the pilot deployment of the performance management system and initiation of a lessons-learned exercise in view of the wider deployment of the system across the Organization. **The Committee looks forward to receiving further details on progress made towards the development of an accountability system in the Secretariat, and will provide comments on this matter in the context of its consideration of the above-mentioned report.**

Enterprise resource planning project (Umoja)

VIII.7 During its consideration of the Secretary-General's proposals for section 29A, the Advisory Committee was informed that the Secretariat was anticipating delays in the implementation of the enterprise resource planning project, and that the project had been without a Director since 31 May 2011. In the light of the situation, the project Steering Committee had decided to deliver the project in phases, focusing the initial release of the system primarily on the functionality needed to support adoption of the International Public Sector Accounting Standards (IPSAS). To that end, the Secretariat had partnered with the information and communications technology team of WFP to conduct a fit-gap analysis between the existing processes of the WFP enterprise resource planning system (WINGS II) and those of Umoja. The Committee was informed that since WFP had already achieved IPSAS compliance, it was expected that the joint exercise would facilitate the harmonization of certain Umoja solutions with those of the WINGS II system, and also allow the United Nations to benefit from the lessons learned by WFP during its transition to IPSAS.

VIII.8 Following the joint exercise, which was expected to be completed in August 2011, an assessment will be made and the next steps to be taken to accelerate project delivery will be initiated. Pending completion of the fit-gap analysis and the assessment exercise, it was indicated that the Secretariat was not able to provide any specific information as to the extent or the impact of the delay. The Committee was further informed that the Secretary-General would elaborate on the project achievements and propose measures to mitigate delays in the context of his next progress report on the implementation of the enterprise resource planning project.

VIII.9 With respect to the implementation of IPSAS, the Advisory Committee recalls that, in its resolution 65/259, the General Assembly requested the Secretary-General to ensure that the implementation of the Standards at the United Nations would be completed no later than 2014. The Committee points out that the United Nations strategy is to synchronize IPSAS with the introduction of the new enterprise resource planning system, since the Organization's existing information technology systems cannot meet the requirements of IPSAS without extensive and costly adaptation. The Committee also recalls that the adoption of IPSAS was previously deferred from 2012 to 2014 in order to take into account the "pilot first" strategy proposed for the Organization-wide deployment of the enterprise resource planning system (see A/64/380).

VIII.10 **The Advisory Committee is very disappointed to learn about the expected delay in the implementation of the enterprise resource planning system, given the potential impact of any delay in terms of cost escalation, as well as on the planned transition to IPSAS in 2014, which was already behind the original schedule (see para. VIII.9 above). In its previous report (A/65/576, para. 29), the Advisory Committee emphasized that the sustained commitment of the Secretary-General, the Management Committee and the Project Steering Committee would be required to facilitate the Organization's adaptation to the change and the improved methods of work that the introduction of enterprise resource planning would bring about. The Committee continues to hold this view and believes that strengthened commitment is critical to the successful implementation of the project. At this stage, the Committee believes that priority should be given to setting the project on the right track so as to avoid further slippage, cost overruns and unproductive use of the resources dedicated to the project.**

VIII.11 **The progress report on the implementation of the enterprise resource planning system (see para. VIII.5 above) should be submitted to the General Assembly at the main part of its sixty-sixth session, in advance of the Assembly's consideration of the proposed programme budget for 2012-2013. The report should provide a full and transparent analysis of the organizational and operational factors impeding progress in the implementation of the project, as well as the lessons learned. The report should also contain clear proposals for the way forward and achieving organizational goals. While the Advisory Committee accepts the Secretary-General's focus on the implementation of IPSAS in the first phase (see para. VIII.7 above), it emphasizes that the consequential investment made by Member States was justified, in part, on the basis of management improvements and reforms that the enterprise resource planning system would enable, including results-based management, risk management, a strengthened internal control framework, and enhanced performance and accountability, as well as greater efficiency and effectiveness. These improvements remain essential organizational goals that should not be neglected in the Secretary-General's proposals for the future direction of the project.**

VIII.12 **The Secretary-General will also need to provide assurances that current weaknesses are not perpetuated and that the requisite safeguards are in place, including robust project governance and monitoring mechanisms, that will**

ensure early detection of problems, escalation to the appropriate level and swift remedial action. The Advisory Committee further expects that the Secretary-General will make every effort to deliver the project through efficient utilization of the already approved resources for the project, improved project management, and prioritization and phasing of activities. Pending its consideration of the above-mentioned progress report of the Secretary-General, the Committee is not in a position to recommend commitment of the proposed resources for the enterprise resource planning project, which are based on the project timetable approved by the General Assembly in its resolution 63/262 (see para. VIII.17 below).

VIII.13 In its previous reports on progress made in the implementation of the enterprise resource planning system (A/65/576, A/64/7/Add.9 and A/63/487), the Advisory Committee made observations and expressed some concerns on a number of issues, including the delays in staffing the project team; the lengthy process of recruiting subject-matter experts; the need for closer cooperation between the project team and the Office of Information and Communications Technology in cataloguing and decommissioning the systems to be replaced by the enterprise resource planning system; the need for closer cooperation between the project team and the Office of Information and Communications Technology and the Department of Field Support in implementing technical activities and infrastructure; and the complexity and number of the interfaces to be developed between the enterprise resource planning system and the human resources management system, Inspira. In its previous reports, the Committee also emphasized the need to keep the governance and project management arrangements under review and to make adjustments as appropriate, in the light of experience. **The Committee believes that those observations remain relevant, and requests that the Secretary-General take them into account when preparing his next progress report on the project and making proposals for the continuation of the project.**

VIII.14 Table VIII.1 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding the regular budget posts for 2012-2013. The table also shows the extrabudgetary posts proposed for the biennium 2012-2013.

Table VIII.1
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	52	1 USG, 2 D-2, 4 D-1, 9 P-5, 6 P-4, 2 P-3, 2 P-2/1, 4 GS (PL), 22 GS (OL)
Proposed for 2012-2013	52	1 USG, 2 D-2, 4 D-1, 9 P-5, 6 P-4, 2 P-3, 2 P-2/1, 4 GS (PL), 22 GS (OL)
Extrabudgetary[a]		
Proposed for 2012-2013	10	1 D-1, 7 P-4/3, 2 GS (OL)

[a] The number of extrabudgetary posts includes 8 other assessed posts (financed exclusively by the support account for peacekeeping operations), amending the information contained in table 29.1 of A/66/6 (Sect. 29) to reflect the decision taken in General Assembly resolution 65/290 on the support account for peacekeeping operations, and 2 extrabudgetary posts (financed through programme support income).

Comments and recommendations on posts

VIII.15 The Secretary-General proposes to continue 52 regular budget posts for the Office of the Under-Secretary-General for Management. **The Advisory Committee has no objection to the Secretary-General's proposals.**

VIII.16 The Advisory Committee notes from the note to table 29A.5 of the budget document that, in addition to the posts funded from other assessed and extrabudgetary resources identified in table VIII.1 of the present report, there are 90 temporary posts for the enterprise resource planning project, approved by the General Assembly in its resolutions 64/243 and 65/260. Those posts are funded on the basis of the cost-sharing formula for the financing of the enterprise resource planning project: 15 per cent from the regular budget, 62 per cent from the peacekeeping support account (other assessed) and 23 per cent from extrabudgetary resources. As indicated in paragraph VIII.17 below, the Committee will revert to the question of the commitment of resources for the enterprise resource planning project in the context of its consideration of the Secretary-General's next progress report on the enterprise resource planning system.

Recommendations on non-post resources

VIII.17 Non-post resources proposed for the biennium 2012-2013 amount to $18,586,900 before recosting, representing an increase of $6,588,200 as compared to the appropriation of $11,998,700 for the current biennium. For the biennium 2012-2013, the bulk of non-post resources proposed are for the enterprise resource planning project, in the form of a lump-sum provision of $17,806,300 under grants and contributions under subprogramme 2. **In the light of its observations and recommendations on the implementation of the enterprise resource planning system in paragraphs VIII.7 to VIII.13 above, the Advisory Committee will provide its recommendation on this proposal in the context of its consideration of the above-mentioned next progress report of the Secretary-General on the enterprise resource planning project.**

VIII.18 As regards the remaining items, the Secretary-General is proposing net reductions under contractual services ($49,000, or 15.1 per cent); general operating expenses ($4,600, or 4.3 per cent) and supplies and materials ($2,200, or 6.8 per cent). The reductions are partially offset by higher requirements for furniture and equipment ($20,600, or 101.5 per cent) to provide for the replacement of office furniture and automation equipment that is no longer economical to repair. **The Advisory Committee recommends approval of the Secretary-General's proposals for non-post resources, except for the provision proposed for the enterprise resource planning system under grants and contributions (see para. VIII.17 above).**

General comments and recommendations

VIII.19 Given the central responsibility of the Department of Management in ensuring the efficiency and effectiveness of administrative processes and promoting good management practices across the Secretariat, the Advisory Committee believes that the Office of the Under-Secretary-General is in a unique position to lead by example in this regard, and could have made greater efforts to achieve more significant efficiency gains and improved cost-effectiveness in its budget proposals for 2012-2013. **The Committee urges the Office to continue to pursue and to**

intensify its efforts to improve the efficiency of its processes and service delivery, and to comprehensively report on concrete achievements in the context of the next budget submission.

Section 29B
Office of Programme Planning, Budget and Accounts

Proposal submitted by the Secretary-General	$37,441,900[a]
Revised appropriation for 2010-2011	$38,552,500
Projected extrabudgetary resources	$61,864,600[b]

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the Introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Including other assessed resources amounting to $39,539,200, amending the information contained in table 29B.4 of A/66/6 (Sect. 29B) to reflect the decision taken in General Assembly resolution 69/290 with respect to the support account for peacekeeping operations, as well as extrabudgetary resources in the amount of $22,325,400.

VIII.20 Regular budget resources requested by the Secretary-General for section 29B amount to $37,441,900 before recosting, reflecting a decrease of $1,110,600, or 2.9 per cent, over the revised appropriation for the biennium 2010-2011 (see A/66/6 (Sect. 29B), table 29B.1). The decrease is due largely to lower requirements in connection with the implementation of the International Public Sector Accounting Standards (IPSAS).

VIII.21 In addition, other assessed and extrabudgetary resources in the amount of $61,864,600 would be available to the Office to carry out its programme of work. Of this amount, $39,539,200 relates to the support account for peacekeeping operations, $19,594,500 to programme support income received as reimbursement for services provided by the central administration for extrabudgetary activities, funds and programmes, and $2,730,900 from other extrabudgetary resources. The amount of $39,539,200 relating to the support account for peacekeeping resources reflects the decision taken by the General Assembly in its resolution 65/290, amending the figures indicated in paragraph 29B.14 and table 29B.4 of the Secretary-General's report (A/66/6 (Sect. 29B)).

VIII.22 The key responsibilities of the Office of Programme Planning, Budget and Accounts are listed in paragraph 29B.3 of the budget document (A/66/6 (Sect. 29B)). In paragraphs 29B.5 to 29B.10, the Secretary-General highlights the Office's priorities for the biennium 2012-2013. The Committee notes that the Office will continue to assume a leadership role in the implementation of IPSAS throughout the Secretariat, as well as in the acceleration of the implementation of results-based management. The Office will also continue to collaborate closely with the Umoja team in implementing the enterprise resource planning system and focus, inter alia, on strengthening internal controls, enhancing risk management, streamlining processes and improving the efficiency of its services.

VIII.23 The Advisory Committee notes that the Office of Programme Planning, Budget and Accounts will continue to focus on further refining results-based budgeting and contributing to the implementation of results-based management, improving the budget presentation, carrying out periodic self-evaluations and strengthening cooperation with other departmental partners on monitoring and evaluation. The Office is also the co-chair of the Task Force established to make proposals for the acceleration of the implementation of results-based management and the development of a conceptual framework for results-based management, as requested by the General Assembly in its resolution 64/259, which will be reported at the main part of the sixty-sixth session of the General Assembly (see A/66/6 (Sect. 29B), paras. 29B.6-29B.7). **The Committee reiterates the importance of results-based budgeting as an essential tool for measuring performance of budget implementation. It looks forward to reviewing the Secretary-General's proposals for results-based management in the context of its consideration of the above-mentioned report.**

VIII.24 Table VIII.2 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding the regular budget posts for 2012-2013. The table also shows the extrabudgetary posts proposed for the biennium 2012-2013.

Table VIII.2
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	141	1 ASG, 3 D-2, 8 D-1, 10 P-5, 19 P-4, 17 P-3, 9 P-2/1, 8 GS (PL), 66 GS (OL)
Proposed for 2012-2013	140	1 ASG, 3 D-2, 8 D-1, 10 P-5, 19 P-4, 17 P-3, 9 P-2/1, 8 GS (PL), 65 GS (OL)
Abolition	1	1 GS (OL)
Extrabudgetary[a]		
Proposed for 2012-2013	170	1 D-2, 2 D-1, 12 P-5, 67 P-4/3, 3 P-2/1, 12 GS (PL), 73 GS (OL)

[a] The number of extrabudgetary posts includes 95 other assessed posts (financed exclusively by the support account for peacekeeping operations) and 75 extrabudgetary posts (financed through programme support income).

Comments and recommendations on posts

VIII.25 In the Financial Information Operations Service, one General Service (Other level) post is proposed to be abolished, owing to IT support functions no longer being provided by the Service but by the Office of Information and Communications Technology in the context of the established service level agreement (see A/66/6 (Sect. 29B), para. 29B.53). **The Advisory Committee has no objection to the Secretary-General's proposal.**

Recommendations on non-post resources

VIII.26 Non-post resources proposed for the biennium 2012-2013 amount to $2,999,600, representing a decrease of $959,300 as compared to the appropriation of $3,958,900 for the current biennium. The Secretary-General is proposing net reductions under other staff costs ($36,700, or 2.9 per cent), consultants ($491,400, or 100 per cent), travel of staff ($42,000, or 18.4 per cent) and contractual services ($457,600, or 30.3 per cent). The reductions are partially offset by higher requirements for general operating expenses ($27,800, or 11.4 per cent), supplies and materials ($3,800, or 3.2 per cent) and furniture and equipment ($36,800, or 37.7 per cent). As indicated above, the reductions are due largely to reduced requirements in relation to the implementation of IPSAS (see also paras VIII.27 and VIII.28 below). **The Committee recommends approval of the proposed non-post resources.**

General comments and recommendations

International Public Sector Accounting Standards

VIII.27 Upon enquiry, the Advisory Committee was provided with a breakdown of costs related to the implementation of IPSAS, which is presented in table VIII.3. The Committee was informed that IPSAS requirements are funded through non-recurrent provisions, and that the level of resources is based on the programme of work during the biennium, consistent with the phased implementation of IPSAS and the timeline of the Umoja project. In an effort to realign and synchronize the implementation of IPSAS and Umoja, certain activities have been postponed from the period 2010-2011 to 2012-2013.

Table VIII.3
Breakdown of costs related to the implementation of the International Public Sector Accounting Standards
(United States dollars)

Object of expenditure	*2010-2011 Revised appropriation*	*2010-2011 One-time cost*	*2012-2013 Additional requirements*	*2012-2013 Proposals*
Post	1 177 500	—	—	1 177 500
General temporary assistance	662 400	(662 400)	524 300	524 300
Consultants and experts	491 400	(491 400)	—	—
Travel on official business	156 500	(156 500)	108 100	108 100
Contractual services	609 000	(586 800)	90 700	112 900
General operating expenses	15 300	(400)	4 500	19 400
Supplies and materials	4 300	—	4 000	8 300
Furniture and equipment	4 100	(4 100)	4 200	4 200
Total	**3 120 500**	**(1 901 600)**[a]	**735 800**	**1 954 700**

[a] The one-time costs relate mainly to data clean-up of non-expendable property, consultancy requirements for specialized expertise and training requirements.

VIII.28 The estimated requirements proposed for IPSAS implementation for the biennium 2012-2013 include the following:

(a) $1,177,500 for the continuation of four posts (1 P-5, 1 P-4, 1 P-3 and 1 GS/OL) for the IPSAS Implementation Unit under executive direction and management;

(b) $524,300 under general temporary assistance to provide for four P-3 Asset Accountant positions to support data preparation of non-expendable property and expendable items at Headquarters, the United Nations Office at Geneva, the United Nations Office at Nairobi, the United Nations Office at Vienna and the regional commissions;

(c) $108,100 under travel of staff to provide for: travel of the temporary asset accountants, who will be based in New York, to the United Nations Office at Geneva, the United Nations Office at Nairobi, the United Nations Office at Vienna and the regional commissions for on-site visits to work with the property managers and finance officers in those locations; two annual meetings of the Task Force on Accounting Standards; and travel of one member of the IPSAS implementation team to two of the eight IPSAS Board meetings scheduled in 2012-2013;

(d) $112,900 under contractual services to meet the requirements for IPSAS awareness and conceptual training, including computer-based and instructor-led training courses for an estimated 1,300 staff, as well as for specialized expertise.

VIII.29 The Advisory Committee requested clarification as to the distinction between the functions of the IPSAS implementation team located in the Office of Programme Planning, Budget and Accounts and the United Nations system-wide IPSAS implementation team, located within the United Nations System Chief Executives Board for Coordination (CEB). The Committee was informed that the CEB team addresses common concerns and facilitates the sharing of knowledge across all the United Nations-system organizations, whereas the United Nations IPSAS team focuses on ensuring the successful implementation of IPSAS within the Secretariat. A summary of the core functions of each team is provided in table VIII.4.

Table VIII.4

Core functions of the Chief Executives Board and United Nations International Public Sector Accounting Standards implementation teams

System-wide IPSAS implementation team (CEB)	*United Nations IPSAS implementation team*
Monitoring the activities of the IPSAS Board which is responsible for IPSAS standards and ensuring that the United Nations system's interests are properly represented at the Board's meeting every quarter	Identifying and articulating the changes in Financial Regulations and Rules and policies covering all areas of the Secretariat's operations in relation to the implementation of IPSAS
Supporting the High-level Committee on Management Task Force on Accounting Standards in providing written comments of the United Nations system organizations on all consultation papers and exposure drafts of new IPSAS standards published by the IPSAS Board	Servicing the United Nations IPSAS Steering Committee and supporting the project manager in all management reporting and oversight

System-wide IPSAS implementation team (CEB)	*United Nations IPSAS implementation team*
Influencing the formulation of new IPSAS standards and guidance issued by the IPSAS Board	
Supporting the High-level Committee on Management Task Force in (a) issuing IPSAS guidance papers for the United Nations system organizations, wherever necessary, to ensure harmonious interpretation of IPSAS standards across the United Nations system; and (b) updating these guidance papers (currently more than 60) based on the implications of new standards and guidance issued by the IPSAS Board	Guiding the Secretariat-wide effort to convert the new/amended policies into standard operating procedures
Interacting with the Technical Group of the Panel of External Auditors of the United Nations system organizations, in order to (a) highlight inconsistencies in audit approaches and opinions on similar accounting treatments across the United Nations system, and (b) proactively seek their participation in resolving potential problems in the interpretation and application of IPSAS standards within the United Nations system	Assisting the Umoja project in delivering the business functionality needed to comply with the new/amended Financial Regulations and Rules, policies and procedures
Facilitating the meetings of the CEB system-wide IPSAS Steering Committee and the High-level Committee on Management Task Force on Accounting Standards, and reporting on the progress of IPSAS adoption across the United Nations system, to the High-level Committee on Management	Guiding and coordinating the Secretariat-wide effort to prepare IPSAS-compliant opening balances (for assets and liabilities) for the first fiscal year of IPSAS implementation
Facilitating the exchange of information and experiences among the United Nations system organizations before, during and immediately after the IPSAS implementation	Leading the Secretariat-wide change management effort needed to embrace the changes in policies and procedures introduced by IPSAS adoption; this includes implementing a communication plan and a training plan
	Managing the Secretariat-wide implementation of IPSAS and transitioning to an institutionalized arrangement after the implementation is completed

VIII.30 The Committee will revert to this matter in the context of its consideration of the Secretary-General's next progress report on the implementation of IPSAS, which is to be submitted for the consideration of the General Assembly at the main part of its sixty-sixth session (see also paras. VIII.7-VIII.9 above).

Other issues

VIII.31 Upon enquiry, the Advisory Committee was informed that, as at the beginning of June 2011, a total of eight posts remained vacant under section 29B, including the posts of Deputy Controller at the D-2 level and the Chief of Contributions at the D-1. The Committee notes that the outgoing Deputy Controller retired on 30 April 2011; at the time of its consideration of the budget proposal in June 2011, the post had been vacant for over one month. The Committee has commented on the issue of vacant posts in chapter I above. **The Committee reiterates that vacancies are expected to be advertised six months prior to an anticipated retirement. In the Committee's view, the delay in filling the post of the Deputy Controller clearly indicates continuing weaknesses in the advance planning, recruitment and staff placement processes. The Committee urges the Secretary-General to ensure that such situations are avoided in the future through rigorous succession planning and the timely issuance of vacancy announcements.**

VIII.32 The Secretary-General indicates that the Office of Programme Planning, Budget and Accounts continues to improve its operations in accordance with the findings of reviews carried out in prior bienniums of the economy, efficiency and effectiveness of the organizational structure, staffing, management framework and operations (see A/66/6 (Sect. 29B), para. 29B.5). The Committee recalls that an external review undertaken in the biennium 2006-2007 of the organizational structure, staffing, management framework and operations of the Office identified numerous problems, such as deficient information systems and weak processes that were heavily manual and time-consuming. In its first report on the proposed programme budget for the biennium 2010-2011, the Committee requested that detailed information be provided in the next proposed programme budget for 2012-2013 with regard to specific measures taken by the Office in this regard, as well as on savings achieved as a result of such measures (see A/64/7, para. VIII.16).

VIII.33 While the Advisory Committee notes the ongoing and planned efforts of the Office to improve the efficiency of its services, such as the implementation of e-remittances for vendors and an automated travel payment card (A/66/6 (Sect. 29B), para. 29B.9), it is of the view that a more sustained effort needs to be directed towards improving working methods and streamlining business processes, with a view to achieving more significant and measurable efficiency gains and improved cost-effectiveness. **The Committee believes that the Office is in a unique position to lead by example in this regard. It urges the Office to continue to pursue and to intensify its efforts to improve the efficiency of its processes and service delivery, and to report comprehensively in the context of the next budget submission.**

Section 29C
Office of Human Resources Management

Proposal submitted by the Secretary-General	$73,184,600[a]
Revised appropriation for 2010-2011	$74,614,600
Projected extrabudgetary resources	$30,928,600[b]

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Including other assessed resources amounting to $22,647,400, amending the information contained in table 29C.4 of A/66/6 (Sect. 29C) to reflect the decision taken by the General Assembly in its resolution 65/290 with respect to the support account for peacekeeping operations, as well as extrabudgetary resources in the amount of $8,281,200.

VIII.34 The regular budget resources requested by the Secretary-General for section 29C for the biennium 2012-2013 amount to $73,184,600 before recosting, representing a decrease of $1,430,000, or 1.9 per cent, as compared to the revised appropriation for the biennium 2010-2011 (A/66/6 (Sect. 29C), table 29C.4).

VIII.35 Table VIII.5 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for the biennium 2012-2013. The table also shows the extrabudgetary posts proposed for the biennium 2012-2013.

Table VIII.5
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	177	1 ASG, 3 D-2, 5 D-1, 17 P-5, 23 P-4, 19 P-3, 14 P-2/1, 11 GS (PL), 84 GS (OL)
Proposed for 2012-2013	177	1 ASG, 3 D-2, 5 D-1, 17 P-5, 23 P-4, 19 P-3, 14 P-2/1, 11 GS (PL), 84 GS (OL)
Redeployments	2	2 GS (OL) from component 2 to component 3
Extrabudgetary[a]		
Proposed for 2012-2013	64	3 P-5, 28 P-4/3, 1 P-2/1, 4 GS (PL), 28 GS (OL)

[a] The number of extrabudgetary posts includes 47 other assessed posts (financed exclusively by the support account for peacekeeping operations) and 17 extrabudgetary posts (financed through programme support income).

Recommendation on posts

VIII.36 The Secretary-General is proposing the redeployment of two General Service (Other level) posts from the Strategic Planning and Staffing Division (component 2) to the Learning, Development and Human Resources Services Division (component 3) as a result of the transfer of the Personnel Records Unit from the former to the latter (A/66/6 (Sect. 29C), para. 29C.36). **The Advisory Committee has no objection to the proposed redeployments.**

Comments and recommendation on non-post resources

VIII.37 Estimated non-post requirements for 2012-2013 amount to $30,596,900, representing a decrease of $1,633,600, or 5.1 per cent, as compared to the revised appropriation of $32,230,500 for 2010-2011. The Secretary-General is proposing reductions under all non-post objects of expenditure. The Advisory Committee was informed by representatives of the Secretary-General that those reductions would be achieved through the streamlining of production and service delivery in order to provide the best possible service at the lowest possible cost.

VIII.38 In this connection, the Advisory Committee notes from the supplementary information provided to it that the estimated provision of $22,310,900 for contractual services under component 3, Learning, development and human resources services, represents a decrease of $1,755,900, or 7.3 per cent, as compared to the revised appropriation of $24,066,800 for the preceding biennium. The Committee was informed that the reduction was due primarily to a reprioritization of training activities, including a review of consultants' fees. As a result of that review, the higher special rates paid to learning consultants were to be abolished: it was anticipated that, during the biennium 2012-2013, those consultants would be paid the standard rate applicable to all consultants working for the United Nations. In addition, in order to achieve further savings, the Secretary-General was in the process of amending the current policy on travel for learning consultants, who currently received the same daily subsistence allowance as staff members when travelling on behalf of the Organization. Under the new policy, they would be provided with a lump sum to cover their travel and accommodation costs, and the other travel policies applicable to staff members, including the rules on the standard of accommodation for travel, would no longer apply. **The Advisory Committee welcomes the steps taken to reduce consultancy costs in the Office of Human Resources Management.** The Committee has commented further on the use of consultants in chapter I above.

VIII.39 On a related matter, during its consideration of the Secretary-General's proposals under this section, the Advisory Committee was informed that, in order to further limit non-post expenditure, the Secretary-General was also in the process of revising the relevant administrative instruction pertaining to travel to provide that, in future, all staff participating in training-related activities funded by the Office of Human Resources Management would be required to travel in economy class, irrespective of the duration of the journey. **The Advisory Committee welcomes this initiative and looks forward to receiving information on the resulting cost savings in a future submission.**

VIII.40 The Advisory Committee notes from the supplementary information provided to it that under component 2, Strategic planning and staffing, the Secretary-General is proposing a decrease of $33,700 under travel of staff. The decrease is attributable to less frequent travel for outreach campaigns because potential applicants can now access the United Nations Careers Portal through the Internet and because outreach missions will be better planned and organized, for example, by covering more than one country at a time. Upon enquiry, the Committee was informed that, in order to ensure that outreach efforts were not adversely affected by the reduction in resources, discussions were under way with some Member States regarding the funding of outreach travel. In addition, the Office of Human Resources Management was continuing to reach out to the Permanent Missions of those States that were already, or in danger of becoming, represented or underrepresented. **While emphasizing that every effort must be made to ensure compliance with organizational mandates relating to equitable geographical distribution and gender balance, the Advisory Committee welcomes the proposed reduction in requirements for outreach travel through the introduction of efficiency measures and the use of web-based tools. At the same time, however, the Committee underlines the continued importance of existing outreach methods, which still remain an effective means of attracting potential applicants.**

VIII.41 **The Advisory Committee recommends approval of the Secretary-General's proposal for non-post resources.**

General comments and recommendations

Human resources management reform

VIII.42 In paragraph 29C.1 of the budget document, the Secretary-General indicates that the Office of Human Resources Management plays a strategic role in supporting the Organization's efforts to align its human resources capacity to meet emerging challenges and in the establishment of new entities. Substantively, the Office develops and maintains the human resources management infrastructure through policy and system development, provides advice, monitors performance and develops the skills and potential of staff of the Secretariat consistent with the mandates set forth by the General Assembly. The Advisory Committee recalls that the Assembly, in its resolutions 63/250, 65/247 and 65/248, approved a number of human resources management reform initiatives. As indicated by the Secretary-General in paragraph 29C.3 of his report, the reform initiatives set out in those resolutions relate to contractual arrangements and harmonization of conditions of service, recruitment, mobility and career development.

VIII.43 The Advisory Committee was informed that, during the current biennium, the Office of Human Resources Management had been working to ensure that the new contractual arrangements set out in General Assembly resolutions 63/250 and 65/247 were implemented and that the harmonized conditions of service for staff serving in the field approved in resolution 65/248 would be fully operational when the transition period ended, on 1 July 2011. The Office had also introduced a new talent management system and its electronic support tool, known as Inspira (see also paras. VIII.48-50 below), and had continued to focus on improving staff development opportunities through strengthened learning programmes and the voluntary initiative for network exchanges (VINEs). The Committee was also informed, upon enquiry, that it was too early to draw any conclusions about potential cost savings and/or efficiencies resulting from the new contractual arrangements and the harmonization of conditions of service because some elements of the reform had only just been implemented. **The Committee expects that the Secretary-General will provide information on the benefits of the new**

contractual arrangements and the harmonization of conditions of service in the context of his next report on human resources management.

VIII.44. Some of the activities to be carried out by the Office of Human Resources Management during the biennium 2012-2013 are enumerated in paragraph 29C.4 of the budget document. They include the implementation of the human resources management scorecard in order to strengthen accountability and enhance monitoring capacity; the further expansion of staff training and development programmes; the continued development and enhancement of the information technology tools necessary to ensure the efficient management of the Organization's human resources; and the modernization and improvement of medical services, in particular to promote health in hardship locations.

VIII.45 During its consideration of the Secretary-General's proposals under this section, the Advisory Committee was informed, upon enquiry, that human resources management was one of the six priority issues to be addressed by the recently established change management team. The Committee was further informed that, for the remainder of the biennium 2010-2011, the Office of Human Resources Management would be working closely with the Team to identify areas in which human resources management reform initiatives could be implemented more effectively and existing activities could be further streamlined. Two specific areas of focus would be recruitment, including the measures needed to respond to the recent independent review of civilian capacity in the aftermath of conflict (see A/65/747-S/2011/85), and staff mobility. With regard to the latter, the Office was already working on the comprehensive proposal on a mobility policy that would be submitted to the General Assembly at its sixty-seventh session. **The Committee stresses that staffing issues are central to change management efforts at the United Nations. The Committee also stresses that the respective activities of the change management team and of the Office of Human Resources Management should be clear, compatible and complementary rather than duplicative and giving rise to undue levels of complexity.** The Committee has commented further on the role and functions of the change management team in chapter I above.

VIII.46 **The Advisory Committee has stressed the importance of human resources management reform on a number of previous occasions (see A/63/526, para. 5, and A/64/7, para. VIII.29). The Committee remains supportive of the ongoing leadership role played by the Office of Human Resources Management in the implementation of reform initiatives.**

Recruitment and staffing

VIII.47 The Advisory Committee notes from table 29C.11 of the budget document that, during the biennium 2012-2013, the Secretary-General intends to reduce the average number of days from the date of issuance of vacancy announcements to the date of selection for all regular vacancies from an estimated 210 days in 2010-2011 to 120 days. Upon enquiry, the Committee was informed that, in order to meet the 120-day target, the Office of Human Resources Management had, inter alia, significantly redesigned its recruitment indicators to reflect more accurately the delineation of responsibilities between the various actors in the recruitment process. The new human resources management scorecard was being used to monitor compliance with the 11 steps of the staffing timeline, each of which had a specific owner as well as a target duration. In addition, the performance of each department, office and field operation in the area of recruitment was reported to the Management Performance Board on an annual basis within the framework of the senior managers' compacts.

VIII.48 In this connection, the Advisory Committee recalls that, in its resolution 61/244, the General Assembly approved the implementation of a new talent management system for the Organization, which was to include a new technological infrastructure for e-staffing, a learning management system, a system for reporting and managing data, performance management (e-PAS) and a career website (see A/65/305/Add.3, para. 2). As indicated in figure II of document A/65/305/Add.3, total regular budget resources required to date for the new system, known as Inspira, amount to $2.9 million, spread over the bienniums 2008-2009 and 2010-2011.

VIII.49 The Advisory Committee also recalls, however, that in its report on the proposed budget for the support account for peacekeeping operations for the period from 1 July 2011 to 30 June 2012, it noted that the deployment of Inspira had been delayed because it had not proved user-friendly. As a result, the Secretariat had decided to focus on stabilizing and enhancing existing modules of the system before rolling out any additional ones (A/65/827, paras. 180-184). In response to a request for updated information on the implementation status of Inspira, the Committee was informed that the revised roll-out schedule described in paragraph 182 of the aforementioned report, i.e. completion of stabilization efforts in late 2011 followed by the development and roll-out of the remaining modules, remained on track.

VIII.50 **The Advisory Committee notes the efforts being undertaken by the Office of Human Resources Management to reduce recruitment timelines and looks forward to receiving information on the results achieved. With regard to the deployment of Inspira, the Committee reiterates its earlier request that the Secretary-General ensure that the shortcomings identified are rectified as soon as possible and that he provide updated information on progress made, as well as lessons learned, to the General Assembly at its sixty-sixth session.**

Learning and development

VIII.51 Estimated regular budget resources for component 3, Learning, development and human resources services, for the biennium 2012-2013 amount to $38,406,500 before recosting (A/66/6 (Sect. 29C), table 29C.4). As indicated in table 29C.3 of the budget document, this component accounts for 52.5 per cent of the total regular budget resources under section 29C. The outputs to be delivered under this component are set out in paragraph 29C.35 of the budget document, and include the provision of a wide array of training programmes designed to build and sustain the Organization's leadership and managerial capacity; improve the human and financial resources management expertise of programme managers and staff with administrative responsibilities; upgrade the information technology skills of Secretariat staff; build and strengthen linguistic capabilities; and support career development and upgrade substantive skills. From the supplementary information provided to it, the Advisory Committee observes that, during the biennium 2012-2013, it is anticipated that the training courses offered by the Organization will be attended by 63,830 participants, at a total cost of $22,310,900. Upon enquiry, the Committee was informed that the cost per head of mandatory training courses varied from about $11 to $5,880. Online training courses entailed an initial start-up cost but had no ongoing cost per head.

VIII.52 The Advisory Committee was further informed, upon enquiry, that in order to evaluate the impact of its learning and development activities, the Office of Human Resources Management carried out annual assessments, as well as periodic needs assessments, designed to ascertain whether training programmes were meeting the Organization's requirements. The introduction of new policies and/or working practices, as well as input received from course participants and staff at large, informed the development of new programmes and/or the updating of existing ones. The Office's basic approach to evaluation and monitoring was guided by a four-step framework devised by the Return on Investment Institute. At present, evaluation efforts focused primarily on steps 1 and 2 of the framework, which were designed to assess the perceived value to participants of training courses and the effect of those courses on participants' confidence levels. Going forward, greater emphasis would be placed on levels 3 and 4 of the framework, which assessed the business impact of training courses and the eventual return on investment for the Organization. That type of assessment was more resource-intensive, however, since it had to be conducted over a period of six to nine months.

VIII.53 **The Advisory Committee recognizes that the learning and staff development activities carried out by the Office of Human Resources Management are necessary if the United Nations is to build a highly competent workforce capable of implementing the Organization's mandates in the most effective and efficient manner. Given the substantial level of resources allocated to such activities, the Committee stresses that efforts must continue to be made to achieve efficiency gains, including through a more selective approach to training programmes that relate to non-substantive skills, while providing all staff with access to training opportunities.**

VIII.54 **The Advisory Committee also reiterates its earlier recommendation that training programmes and objectives should be linked to mandate implementation and organizational goals (A/65/743, para. 115), and emphasizes that robust monitoring and evaluation mechanisms are required in order to assess whether or not the programmes offered are responding to the needs identified. In this regard, the Committee takes the view that the performance management system, which is currently being strengthened (see A/65/305), should include training-related indicators for supervisors as well as staff, in order to ensure that programme managers take responsibility for identifying skills gaps and assessing the impact of training activities on the performance of their units. The Secretary-General should provide a more detailed account of training activities in his next report on human resources management, including an indication of all resources invested in such activities during the bienniums 2010-2011 and 2012-2013.**

Emergency Preparedness and Support Unit

VIII.55 In paragraph 29C.13 of the budget document, the Secretary-General indicates that the Emergency Preparedness and Support Unit was established pursuant to General Assembly resolution 64/260 to provide a dedicated capacity to support the survivors of malicious acts, natural disasters or other emergencies and the families of those who perish or are injured as a result of such incidents. The roles and responsibilities of the Unit, which is located in the Office of the Assistant Secretary-General for Human Resources Management, are described in paragraph 29C.14. Upon enquiry, the Advisory Committee was informed that total estimated resource requirements for the Unit for the biennium 2012-2013 amounted to $1,994,700 before recosting, comprising other staff costs in the amount of $1,328,200 for the continuation of five positions (2 P-5, 1 P-4, 1 P-2 and 1 GS (OL)) funded under general temporary assistance, as well as other non-post costs in the amount of $666,500. As indicated in paragraph 29C.17 of the budget document, the estimated resource requirements for the Unit have decreased by $211,300 as a result of the discontinuation of the one-time provision for consultants and furniture and equipment pending a review of the Unit's requirements by the General Assembly at its sixty-sixth session. That review will take place as part of the Assembly's consideration of the Secretary-General's proposals on developing a comprehensive emergency management framework. **The Advisory Committee is disappointed that the Secretary-General's proposals on a comprehensive emergency management framework will not be considered in the context of the proposed programme budget for 2012-2013, as originally requested by the Assembly in its resolution 64/260. The Committee expects that the Secretary-General will submit his report to the Assembly at the earliest possible opportunity.**

UN Cares programme

VIII.56 Under component 4, Medical services, the Secretary-General is proposing an increase of $350,000 under grants and contributions, representing the contribution of the Secretariat to the implementation plan and budget for the biennium 2012-2013 of the United Nations system common programme entitled UN Cares (A/66/6 (Sect. 29C), para. 29C.42). Upon enquiry, the Advisory Committee was informed that the UN Cares programme had been launched by the Secretary-General in 2008 in order to increase the capacity of the United Nations system to respond to HIV/AIDS in its own workplace with a view to mitigating the impact of the epidemic on United Nations personnel, their families and the Organization as a whole. The programme was funded, on a voluntary basis, by 20 organizations of the common system and had a total approved budget of approximately $2.6 million. At present, efforts were focused on building capacity at Headquarters and in the field through advocacy, the development of online tools and training. To that end, the UN Cares team (four staff members at Headquarters and five regional coordinators) was currently working with over 300 focal points in approximately 125 countries.

VIII.57 With regard to coordination between the UN Cares team and staff dealing with HIV/AIDS-related issues in peacekeeping operations, the Advisory Committee was informed, upon enquiry, that since its inception UN Cares had been working with the Department of Peacekeeping Operations through the latter's mission-level HIV/AIDS advisers and focal points. Many peacekeeping operations were using the minimum standards set by UN Cares to guide their work. It was pointed out to the Committee, however, that the full-time, mission-level HIV/AIDS advisers had specific responsibilities relating to the training of uniformed personnel and could not substitute for the UN Cares regional coordinators. The Committee was also informed that the United Nations share of the UN Cares budget, which was calculated on a per capita basis, did not include provision for staff of the Department of Peacekeeping Operations because that Department already had dedicated staff to carry out HIV/AIDS-related activities. **The Committee is supportive of the important work carried out within the framework of the UN**

Cares programme. The Secretary-General should provide detailed information on the results achieved in a future submission.

Conduct of salary surveys

VIII.58 The Advisory Committee notes that the outputs listed under component 1, Policy, include the conduct of salary surveys to determine salaries, allowances and other conditions of service for locally recruited staff members in the General Service and related category of staff working for the organizations of the United Nations common system worldwide, as well as the review, approval and promulgation of salary scales and allowances per year resulting from the analysis of data collected in the course of comprehensive and interim salary surveys conducted for 168 duty stations (A/66/6 (Sect. 29C), para. 29C.23 (c) (iii) (c)). The Committee further notes from the information provided to it that this activity is financed from both the regular budget and extrabudgetary resources (the support account for peacekeeping operations and programme support income received as reimbursement for services provided by the central administration).

VIII.59 The Advisory Committee recalls that, in its first report on the proposed programme budget for the biennium 2010-2011, it encouraged the Secretary-General to continue to explore the possibility of using commercially available data for local salary surveys with a view to reducing the cost, in terms of both human and financial resources, of conducting them (A/64/7, para. VIII.50). Upon enquiry, the Committee was informed that the International Civil Service Commission had looked into that option in the context of its recent review of the General Service salary survey methodologies. The Commission had established a working group to evaluate the use of vendor-provided salary survey data and, based on the outcome of its evaluation, had recommended that such data be used as a residual source to complete surveys where the normal minimum number of 20 employers could not be surveyed owing to participation problems. Several options had been evaluated for the use of vendor data, including outsourcing the data collection and customizing off-the-shelf data. In general, however, the vendor databases did not have sufficiently robust data for support-level jobs similar to those in the General Service category. Moreover, customization of the data was more expensive and introduced a significant degree of volatility; the vendor databases did not always capture allowances and other benefits included under the current methodology; and the representation of public/non-profit employers was generally minimal.

Section 29D
Office of Central Support Services

Proposal submitted by the Secretary-General	$176,844,300[a]
Revised appropriation for 2010-2011	$174,871,100
Projected extrabudgetary resources	$105,001,300[b]

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the Introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Including other assessed resources amounting to $28,504,800, amending the information contained in table 29D.4 of A/66/6 (Sect. 29D) to reflect the decision taken in General Assembly resolution 65/290 with respect to the support account for peacekeeping operations, as well as extrabudgetary resources in the amount of $76,496,500.

VIII.60 Regular budget resources requested by the Secretary-General for section 29D amount to $176,844,300 before recosting, reflecting an increase of $1,973,200, or 1.1 per cent, over the revised appropriation for the biennium 2010-2011 (see A/66/6 (Sect. 29D), table 29D.1). The net increase reflects the combined effect of higher requirements for posts ($3.6 million), maintenance of communications equipment ($1.4 million), rental of premises ($1.5 million) and other maintenance ($1.1 million), offset in part by reductions under contractual services ($3.8 million) and electrical maintenance ($1.9 million). A description of these changes is provided in paragraph 29D.8 of the budget document (A/66/6 (Sect. 29D)).

VIII.61 In addition, other assessed and extrabudgetary resources estimated at $105,001,300 would be available to the Office to carry out its programme of work. Of this amount, $28,504,800 relates to the support account for peacekeeping operations and $76,496,500 to other extrabudgetary sources, comprising resources from reimbursement for support to extrabudgetary administrative structures, extrabudgetary substantive activities, technical cooperation reimbursement resources, the trust fund for German language translation and the special accounts for travel services, common services and building maintenance costs at United Nations Headquarters. The amount of $28,504,800 relating to the support account for peacekeeping resources reflects the decision taken by the General Assembly in its resolution 65/290, amending the figures indicated in paragraph 29D.9 and table 29D.4 of the Secretary-General's report (A/66/6 (Sect. 29D)).

VIII.62 The key responsibilities of the Office of Central Support Services and its priorities for 2012-2013 are outlined in paragraphs 29D.1 to 29D.5 of the budget document (A/66/6 (Sect. 29D)). The main factors affecting the Secretary-General's proposals for the biennium 2012-2013 include the following:

(a) The restructuring of the Broadcast and Conference Support Section, in line with the operational and technical needs of the new broadcast audio-visual systems (see paras. VIII.63-VIII.66 and VIII.79-VIII.82 below);

(b) The establishment of an in-house capacity in the Plant Engineering Section to address routine electrical maintenance tasks (see paras. VIII.67-VIII.68 below);

(c) The implementation of a security-enhanced laissez-passer system, required to comply with the international standards for travel documents promoted by the International Civil Aviation Organization;

(d) The progressive reoccupation of the Secretariat Building in 2012 and the need to restore the provision of a number of services that were reduced during the renovation because of lower occupancy.

Restructuring of the Broadcast and Conference Support Section

VIII.63 Under long-standing arrangements, broadcast audio-visual support capacity has been entirely provided through contractual services. At present, the Broadcast Conference Support Section has an overall staffing of 86, consisting of 17 United Nations staff for its television, radio/conference and special events units, and 69 contractual personnel for broadcast audio-visual services. The Advisory Committee was informed that an independent technical evaluation of the Section, conducted from March to June 2010, in view of the upcoming implementation of the new broadcast audio-visual systems under the activities associated with the capital master plan, concluded that the current capacity is no longer sufficient or adaptable enough to effectively manage the new systems to be implemented. The key findings of the technical review included the following:

(a) The Secretariat relied too heavily on contractual services for this core function and was subject to periodic contract negotiation, which rendered continuation of services unpredictable;

(b) Because of the outsourcing of the entire operation, including technical operators and supervisors, contractual personnel were autonomous, and largely self-managed. Consequently, they made important decisions on resource allocation that should be made by United Nations personnel, such as the assignment of tasks and the time required to complete tasks;

(c) The tailor-made outsourcing arrangement in place, which required a contractor to provide supervisors as well as technical operators, reduced competition for the contract, since, in the marketplace, supervisors were less readily available than technical operators;

(d) Work processes in the section were highly manual and inefficient, and remained largely undocumented;

(e) Current engineering and support capacity for existing United Nations systems was based on technology in radio and conference operations that was obsolete and would soon be replaced by new digital systems in the context of the associated activities of the capital master plan. Consequently, the skills of the contractual personnel were out of date and had not kept up with technological developments in the broadcast industry;

(f) The organizational structure of the Section was flat, without a middle management layer, and with too many staff reporting directly to the P-5 Section Chief.

VIII.64 The Secretary-General indicated that the main recommendation emanating from the independent evaluation was that an in-house capacity to provide core, low-tier management and engineering maintenance services should be established by creating posts to provide the services currently provided by 17 of the 69 contractual personnel. Technical operator functions, such as those of camera operators, studio technicians and video editors, would continue to be outsourced and provided by the remaining 52 contractual personnel. The incumbents of the proposed 17 posts would be responsible for documenting and maintaining up-to-date knowledge of the operating practices and configuration of the technical systems, as well as for training the operators. They would also ensure that efficient working methods and processes were put into place, fully exploiting the technological capabilities of the new systems. The Secretary-General expects that the proposed restructuring will ensure effective control of the management of operations, create technological capacity and capability in the Secretariat, and thereby ensure business continuity. The Organization's exposure to the risks of industrial dispute or vendor bankruptcy would also be minimized. The Committee was informed, upon enquiry, that the proposed restructuring was fully in line with the guidelines established by the General Assembly in its resolution 54/256 on outsourcing. Figure VIII.I provides the organizational charts reflecting the current and proposed structure of the Broadcast and Conference Support Section.

VIII.65 In paragraph 29D.19 of his report (A/66/6 (Sect. 29D)), the Secretary-General indicates that the proposed restructuring will give rise to a reduction in ongoing expenditure as compared to the current arrangement. Upon enquiry, the Advisory Committee was informed that the annual cost of contractual personnel was $2,567,400 whereas the requirements for United Nations staff, at 2011 rates, at full costing, were estimated at $2,219,800. The proposed restructuring is expected to yield long-term sustainable cost avoidance of some $1 million per biennium on a continuing basis, comprising approximately $700,000 in reduced costs for salaries and overtime and $300,000 in management fees. Initial savings in the first biennium would be temporarily greater owing to the effect of the application of vacancy factors for new posts in the first year of their establishment (50 per cent for Professional and 35 per cent for General Service staff). In addition to these directly identifiable reduced costs, the Secretary-General expects further benefits, including savings arising from improved resource allocation and more competitive bidding for contracted functions as from 2014-2015. **The Committee looks forward to receiving future updates on the restructuring of the section, including an assessment of its impact in terms of the improvements made to working methods and processes, efficiency gains, savings and other benefits realized.**

VIII.66 The Committee was provided with an update on the implementation status of the new broadcast audio-visual systems. It was informed that, in order to conform to the capital master plan timetable, the Secretary-General was undertaking a number of measures in the current biennium to transition to the new organizational arrangements, in advance of the General Assembly's consideration of the above proposals. The Committee comments on those transitional measures in paragraphs VIII.79 to VIII.82 below.

Plant Engineering Section

VIII.67 The Organization's electrical maintenance operations are fully outsourced at present. The Advisory Committee was informed that a total of 19 contractual personnel were deployed on site to provide this function. As indicated in paragraph 29D.20 of the budget document (A/66/6 (Sect. 29D)), based on an independent evaluation of the electrical maintenance function conducted during the first half of 2010, it was determined that 70 per cent of all electrical work orders are related to routine maintenance that could be provided at lower cost by established staff as compared to contractual personnel. Such an in-house capacity would also enable a speedier first response to emergency calls, thereby reducing the risk of power supply interruption to critical infrastructure.

VIII.68 In the light of the findings of the independent evaluation, the Secretary-General is proposing to establish an in-house electrical shop through the creation of seven posts at the Trades and Crafts level to perform the routine maintenance functions currently provided by the contractor. The in-house capacity would be complemented by a team of specialized contractual personnel, responsible for carrying out major corrective and preventive maintenance work. The Secretary-General states that such arrangements are commonly used by other large institutional buildings in New York City, and would also reduce the Organization's vulnerability to unpredictable contract negotiations. The Advisory Committee was informed, upon enquiry, that the Secretary-General's proposals for an in-house building services shop would result in cost avoidance estimated at $830,000 per biennium on a continuing basis. A comparison of expenditures under the current and proposed arrangements is shown in table VIII.7 **The Committee welcomes the efforts undertaken to develop in-house capacity for the electrical maintenance functions. In this context, therefore, the Secretary-General should be requested to provide an update on the efficiency gains and savings realized, as part of the next budget submission.**

Proposed staffing

VIII.69 Table VIII.6 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding the regular budget posts for 2012-2013. The table also shows the extrabudgetary posts proposed for the biennium 2012-2013.

Table VIII.6
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	319	1 ASG, 2 D-2, 3 D-1, 8 P-5, 12 P-4, 10 P-3, 8 P-2/1, 8 GS (PL), 174 GS (OL), 93 TC
Proposed for 2012-2013	345	1 ASG, 2 D-2, 3 D-1, 8 P-5, 13 P-4, 15 P-3, 8 P-2/1, 13 GS (PL), 182 GS (OL), 100 TC
New[a]	26	1 P-4, 5 P-3, 5 GS (PL), 8 GS (OL), 7 TC
Extrabudgetary[b]		
Proposed for 2012-2013	100	1 D-1, 4 P-5, 41 P-4/3, 6 P-2/1, 3 GS (PL), 42 GS (OL), 3 TC

[a] Includes 24 posts to be converted from contractual services.

[b] The number of extrabudgetary posts includes 78 other assessed posts (financed exclusively by the support account for peacekeeping operations) and 22 extrabudgetary posts financed from reimbursement for support for extrabudgetary administrative structures; extrabudgetary substantive activities; and technical cooperation reimbursement resources.

Comments and recommendations on posts

VIII.70 The Secretary-General's proposals would increase the number of regular budget posts by 26, from 319 in the current biennium to 345 in 2012-2013, including 1 P-4, 5 P-3, 5 General Service (Principal level), 8 General Service (Other level) and 7 Trades and Crafts. The main factor in the increase is the establishment of 24 posts for functions currently provided through contractual services for the Broadcast and Conference Support Section and the electrical maintenance function in the Plant Engineering Section.[8] The overall requirement for posts amounts to $61,583,800, reflecting an increase of $3,623,300 as compared to the appropriation of $57,960,500 for 2010-2011. The increase reflects the net effect of: (a) the delayed impact of two new Professional posts (1 P-5 and 1 P-2) approved in the biennium 2010-2011 to strengthen the management and oversight of overseas properties, and two new General Service (Other level) posts approved in the biennium 2010-2011 to realign the functions of help-desk service with the tracking system for service requests; and (b) the proposed establishment of 26 posts, including 24 to replace existing contractual services positions. Paragraph 29D.8 (b) of the budget document (A/66/6 (Sect. 29D)) provides a summary of the proposed post changes.

VIII.71 The Secretary-General proposes to establish 17 posts in relation to the restructuring of the Broadcast and Conference Support Section, comprising:

(a) Four P-3 posts for Supervisors to manage production operations, assignment of work orders and engineering operations;

(b) Five General Service (Principal level) posts for Assistant Supervisors to assist in the management of production operations, assignment of work orders and engineering operations;

(c) Eight General Service (Other level) posts for Maintenance Technicians to provide essential engineering maintenance services.

With the proposed restructuring, the overall number of personnel would remain unchanged at 86, but would comprise 34 United Nations staff and 52 contractual personnel instead of the current 17 United Nations staff and 69 contractual personnel. The Advisory Committee was provided with detailed information on the proposed restructuring (see paras. VIII.63-VIII.66 above). It was also informed about the transitional measures being undertaken during the current biennium in advance of the proposed restructuring, which are discussed in paragraphs VIII.79-VIII.82 below. **On the basis of the explanations provided, the Advisory Committee recommends acceptance of the Secretary-General's proposals.**

VIII.72. Seven electrical maintenance posts at the Trades and Crafts level are proposed in the Plant Engineering Section, to form an in-house building services shop to address routine maintenance requirements, conduct daily inspections and minor electrical work, and provide the first response to emergencies. The Advisory Committee was provided additional information on the rationale and benefits expected from the new organizational arrangements for the provision of electrical maintenance services which are highlighted in paragraphs VIII.67 to VIII.68 above.

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[8] The Secretary-General presents the establishment of these posts as proposals for conversion to posts from contractual services. In paragraph 84 of chapter I above, the Committee comments further on this issue and expresses its view that similar proposals should be presented as requests for new posts in future budget proposals.

Based on the explanations provided, the Committee recommends approval of the Secretary-General's proposals for the establishment of seven Trades and Crafts posts in the Plant Engineering Section.

VIII.73. One P-4 Programme Officer is proposed for the Facilities Management Service, responsible for reviewing and establishing policies and procedures relating to facilities management, office space, asset inventory and gift management, as well as for monitoring their implementation and developing mechanisms for compliance throughout the Secretariat, including monitoring and implementing audit recommendations. **While the Advisory Committee believes that those functions are important, it is not convinced that a fully dedicated staff member is warranted. In view of the existing capacity in the Service, the Committee does not recommend acceptance of the purposed establishment of the P-4 Programme Officer post.**

VIII.74. One P-3 Travel Document Officer is proposed for the Travel and Transportation Section, responsible for supporting the implementation of the security-enhanced United Nations laissez-passer system, including the global administration of the issuing duty stations (Headquarters, the United Nations Office at Geneva and the United Nations Office at Vienna). The Advisory Committee was informed that the incumbent would be responsible for coordinating and liaising with various offices and entities, including with the Office of Information and Communications Technology to address issues related to the hosting of the system; the vendor in relation to the technical matters and upgrading of equipment; the Department of Safety and Security for perimeter security access control; the Umoja project team for human resources data and asset management; the International Criminal Police Organization (INTERPOL) for a lost or stolen travel document database; and the International Civil Aviation Organization. The Secretary-General indicated that the scale and complexity of the new laissez-passer system required full-time dedicated support with specific technical expertise, and that no such capacity was available in the Passport and Visa Team. **On the basis of the justifications provided, the Advisory Committee recommends approval of the Secretary-General's proposals.**

Recommendations on non-post resources

VIII.75 Non-post resources proposed for the biennium 2012-2013 amount to $115,260,500, representing a decrease of $1,650,100, or 1.4 per cent, as compared to the appropriation of $116,910,600 for the current biennium. The Secretary-General is proposing net reductions of $43,500 under other staff costs, $1,567,400 under contractual services and $475,600 under general operating expenses. The reductions are partially offset by higher requirements for consultants ($74,800, or 26.5 per cent), travel of staff ($5,500, or 4.2 per cent), supplies and materials ($181,200, or 8.7 per cent) and furniture and equipment ($187,300, or 10.8 per cent). Details on the increases and decreases by type of expenditure are provided in paragraph 29D.8 of the budget document (A/66/6 (Sect. 29D)).

VIII.76 The Committee notes from the supplementary information provided to it that the overall decrease of $1,567,400 under contractual services reflects the reduced requirements in relation to the proposed creation of 17 posts to replace the existing conference engineers positions provided through contractual services in the Broadcast and Conference Support Section and 7 electrical maintenance posts in the

Plant Engineering Section, offset by increased requirements for information technology services for the new broadcast audio-visual systems, as well as for proprietary software and printing related to the implementation of the new laissez-passer system.

VIII.77 From the supplementary information provided to it, the Advisory Committee further notes that the proposed requirement for rental of premises under general operating expenses would increase by $1,719,100 for the Facilities Management Service, owing to the provision of office space for all new posts approved during 2010-2011 for Headquarters and additional space required to accommodate temporary staff and contractual personnel, as well as contractual obligations under the existing rental contracts for various spaces leased by the United Nations. In this connection, the Advisory Committee was provided with a table (see table VIII.8) showing the lease expiry, estimated annual rental costs and square footage of all United Nations leased properties, distinguishing between long-term leases concluded by the Facilities Management Service, capital master plan swing spaces, Facilities Management Service leases in the capital master plan swing spaces and properties leased by Facilities Management Service for the Umoja project. The Committee will revert to this matter in the context of its consideration of the next annual progress report on the capital master plan project, which is to be submitted for consideration by the General Assembly at its sixty-sixth session.

VIII.78 **The Advisory Committee recommends approval of the Secretary-General's proposals for non-post resources.**

Transitional measures related to the implementation of the restructuring of the Broadcast and Conference Support Section

VIII.79 The Secretary-General first proposed to replace the Organization's obsolete broadcast equipment and to install new digital systems in the context of his report on the associated costs of the capital master plan.[9] Procurement of the broadcast audio-visual systems, initially planned for 2010, was deferred to 2011, in line with the revised schedule of the capital master plan. In order to ensure efficient integration and coordinated phasing, the broadcast audio-visual systems are procured and managed by the construction manager of the capital master plan.[10] Four main broadcast/audio-visual projects have been defined: the Media Asset Management System, the Permanent Broadcast Facility, Conference Management and Simultaneous Interpretation and Audiovisual. The Advisory Committee was informed that the contracts for the four broadcast audio-visual systems are to be awarded in the second part of 2011, starting in July. An overview of the timeline for the implementation of the audio-visual broadcast systems is provided in figure VIII.II. The Committee was further informed that the awarding of the contracts will be followed by a design review phase for the configuration of workflows and processes that should be carried out under the responsibility of United Nations managers and engineers rather than by contractual personnel. The Secretary-General stated that, for this reason, the 17 positions proposed to be converted from contractual services to posts needed to be filled and the incumbents trained on the new systems prior to the start of the design review phase, which was scheduled to commence in October 2011 for the first project.

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[9] A/63/582; see also the related report of the Advisory Committee (A/63/736) and General Assembly resolution 63/270.

[10] See A/65/511/Add.1, A/65/725 and General Assembly resolution 65/259.

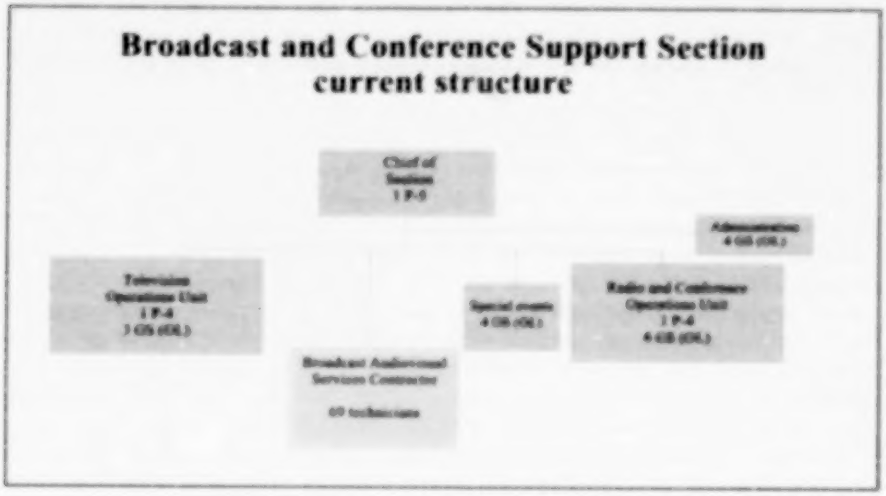
VIII.80 Upon enquiry, the Advisory Committee was further informed that, in view of the time constraints, the Secretary-General had decided to provide the functions of the 17 posts proposed for the Broadcast and Conference Support Section through general temporary assistance from within existing resources for the biennium 2010-2011, pending consideration of the proposal by the General Assembly in the context of its review of the programme budget for 2012-2013 at the main part of the sixty-sixth session. In this connection, the Committee points out that resources for those 17 general temporary assistance positions will be available up to 31 December 2011, and that the functions of those positions would be continued only into the biennium 2012-2013 based on a decision of the General Assembly regarding the Secretary-General's proposals for the restructuring of the Broadcast and Conference Support Section. The Committee was also informed that the recruitment process for the filling of the temporary positions was initiated at the beginning of 2011, with job descriptions established and job openings posted in March and April 2011 and interviews completed by 17 June 2011. At the time of the Committee's consideration of the Secretary-General's proposals, the selection process was still under way. The Committee was informed that, once the temporary positions were filled, there would be a commensurate reduction in the services outsourced to the contractor, in accordance with the terms of the contract and standard outsourcing arrangements, which provide for flexible increases and decreases in the level of services contracted according to the needs of the Organization.

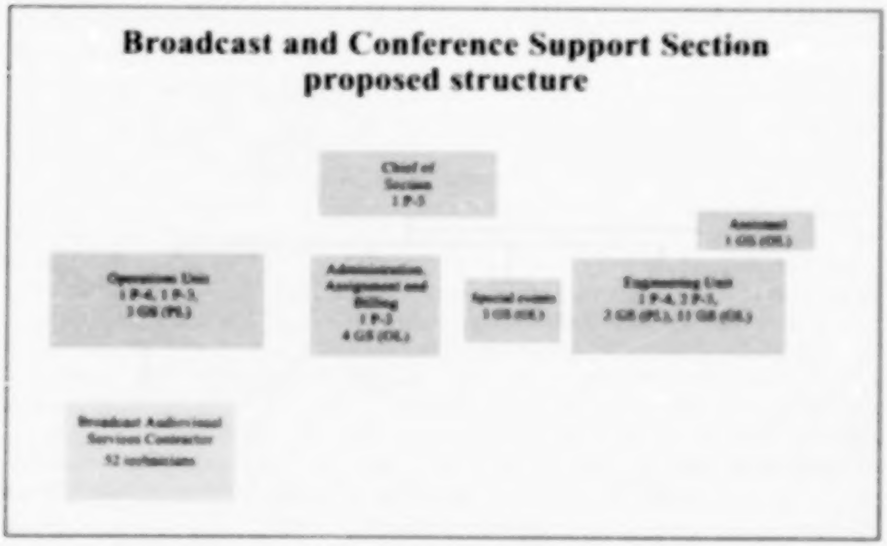
VIII.81 **The Advisory Committee recognizes the need to meet the requirements of the capital master plan schedule, and hence the reasoning behind the Secretary-General's decision to proceed now with transitional measures for the restructuring of the Broadcast and Conference Support Section. However, it remains concerned that the process has started before the General Assembly has had the opportunity to consider the Secretary-General's proposals. The Committee cautions that the steps taken in this regard during the biennium 2010-2011 should be limited, to the extent possible, in order to avoid a de facto implementation of the proposed restructuring without specific approval by the Assembly. It requests that a full update on the status of the restructuring of the Broadcast and Conference Support Section be provided to the General Assembly at the time of its consideration of the Secretary-General's proposed budget. The Committee emphasizes that the actions initiated in regard to the restructuring of the Broadcast and Conference Support Section are subject to such decisions as the General Assembly may take on this matter.**

VIII.82 **Furthermore, the Advisory Committee stresses that, in introducing the new arrangements for the Broadcast and Conference Support Section, the Secretary-General should give due consideration to the equitable treatment of contractual personnel who have served the Organization over many years and ensure that they can compete for the temporary positions being created. The Committee also stresses the importance it attaches to ensuring that the recruitment process is managed in a fair and even-handed manner.** In this regard, the Committee was provided with assurances that the recruitment and selection processes were being conducted in full compliance with the guidelines established by the Office of Human Resources Management, and would be reviewed by the competent internal review bodies. The Committee was further informed that the selection process involved testing of technical competence on the basis of tests created with the assistance of an expert, who also provides similar services to the Society of Broadcast Engineers, a well-respected technical training and certification body in the broadcast industry. **The Committee also emphasizes the need to ensure that long-serving contractual personnel are afforded an opportunity to be retrained to operate the new systems planned under the capital master plan.**

Figure VIII.1

Current and proposed structure of the Broadcast and Conference Support Section[a]


Broadcast and Conference Support Section
current structure
Chief of Section
1 P-5
Administration
4 GS (OL)
Television Operations Unit
1 P-4
3 GS (OL)
Special events
4 GS (OL)
Radio and Conference Operations Unit
1 P-4
4 GS (OL)
Broadcast Audiovisual Services Contractor
69 technicians


Broadcast and Conference Support Section
proposed structure
Chief of Section
1 P-5
Assistant
1 GS (OL)
Operations Unit
1 P-4, 1 P-3,
3 GS (PL)
Administration, Assignment and Billing
1 P-3
4 GS (OL)
Special events
3 GS (OL)
Engineering Unit
1 P-4, 2 P-3,
2 GS (PL), 11 GS (OL)
Broadcast Audiovisual Services Contractor
52 technicians

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[a] The current and proposed structure of the Broadcast and Conference Support Section includes one general temporary assistance position funded from the capital master plan budget, representing an associated cost to the capital master plan.

Table VIII.7

Current and projects cost for the electrical maintenance contract

Current costs for the electrical maintenance contract

(United States dollars)

Contractor cost			
Description	*Number*	*Hourly rate per unit*	*Annual cost*
Chief foreman	1	129.44	282 696.96
Clerk	1	40.16	87 709.44
Chief foreman — shifts	1	110.92	211 968.12
A class electrician	4	117.31	896 717.64
Division of Building Maintenance[a] class electrician — Day	4	74.26	567 643.44
Division of Building Maintenance class electrician — Night	3	84.57	484 839.81
Division of Building Maintenance class electrician — Tomken[b]	5	79.41	758 762.55
Total	**19**		**3 290 337.96**

[a] Division of Building Maintenance denoting electricians who perform maintenance work and minor modifications and additions.

[b] "Tomken" denotes workers who work on rotating shifts.

Projected costs for the electrical maintenance contract under the proposed organizational arrangements

(United States dollars)

Contractor cost			
Description	*Number*	*Hourly rate per unit*	*Annual cost*
Chief foreman	1	129.44	247 359.84
Administrative assistant	1	40.16	76 745.76
A class electrician	5	117.31	1 120 897.05
Total	**7**		**1 445 002.65**
United Nations cost			
Description	*Number*	*Yearly rate per unit*	*Annual cost*
Foreman (TC7)	1	115 685.00	115 685.00
Journeyman electrician (TC6)	2	108 599.00	217 198.00
Assistant journeyman (TC5)	3	101 530.00	304 590.00
Apprentice electrician (TC4)	4	94 467.00	377 868.00
Total	**10**		**1 015 341.00**
Savings			**829 994.31**

Table VIII.8

United Nations leased properties

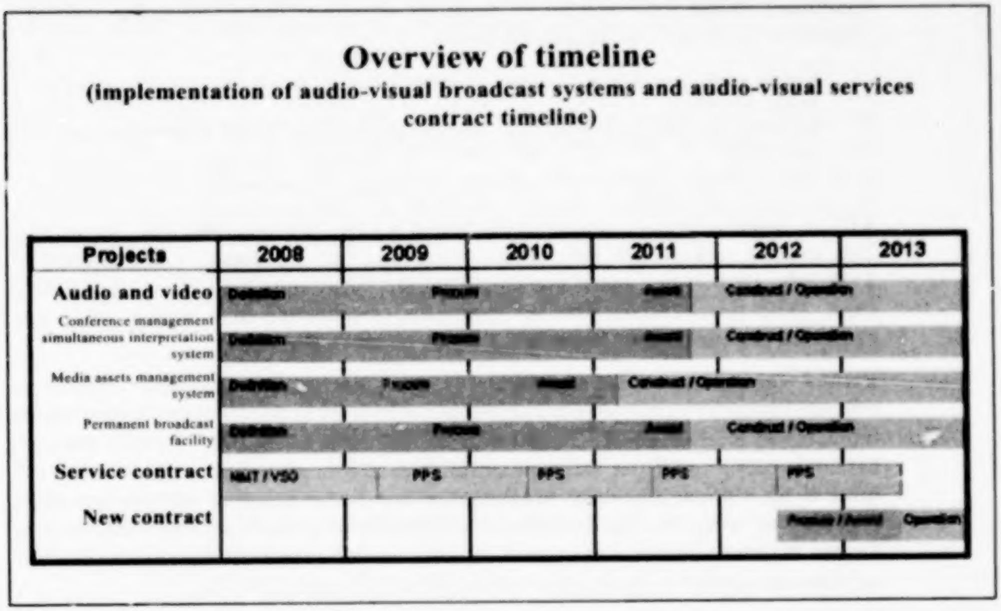
As of May 2011

United Nations-owned buildings	*Available for occupancy*	*Estimated annual rental costs (United States dollars)*	*Square footage*
(S) Secretariat	Late 2012	N/A	899 676
(CB) Conference Bldg	TBD		442 236
Basements	N/A		691 000
(GA) General Assembly	N/A		316 441
(DHL) Library	N/A		118 554
(NL) North Lawn	N/A		99 465
(NLB) North Lawn Building	TBD		165 883
(SA) South Annex	TBD		39 285
(U) UNITAR	Continuously		28 987
United Nations-leased properties	*Lease expiry*	*Estimated annual rental costs (United States dollars)*	*Square footage*
Capital master plan swing space			
(AB) Albano	2017-Jul	9 807 549	187 060
(M) 380 Madison	2014-Jan	25 276 875	485 128
(CS) Court Square	2018-Apr	1 493 050	42 466
(TB) Teacher's Bldg	2013-Dec	3 183 973	79 599
Total capital master plan		**39 761 447**	
Facilities Management Service lease in capital master plan swing space			
(M) 380 Madison	2014-Jan	3 491 985	66 514
(CS) Court Square — 10 flr	2018-Apr	881 170	21 233
(CS) Court Square — 11 flr	2018-Apr	638 270	15 380
(TB) Teacher's Bldg	2013-Dec	3 227 553	79 693
Facilities Management Service for Umoja			
(MB) Mobile Bldg	2013-Dec	1 033 643	24 321
Facilities Management Service long-term		1 625 532	
(A) Alcoa	2015-Jul	1 625 532	30 845
(DC1) DC One Bldg	2020-Mar	6 868 340	196 566
(DC2) DC Two Bldg	2020-Mar	12 081 265	322 908
(DHP) Dag Hammarskjöld	2014-Dec		88 641
(DN) Daily News	2017-Apr	2 104 594	31 891
(FAL) Falchi, LIC	2024-Sep	756 195	50 413
(DRT) Piscataway, NJ	2011-Dec	874 599	3 969
(FF) 304 E 45 St	2012-Oct	6 655 695	141 119

United Nations-owned buildings	*Available for occupancy*	*Estimated annual rental costs (United States dollars)*	*Square footage*
(IN) 300 E 42 St	2018-Sep	7 747 976	126 979
JFK Airport BA space	2010-Dec	11 610	180
Total Facilities Management Service		**47 998 425**	

Figure VIII.II

Timeline for the implementation of the audio-visual broadcast systems



Abbreviations: NMT, New Mobile Television
VSG, Venue Services Group Inc.
PPS, Priority Production Services LLC

Section 29E
Administration, Geneva

Proposal submitted by the Secretary-General	\$142,828,300[a]
Revised appropriation for 2010-2011	\$142,274,600[b]
Projected extrabudgetary resources	\$33,947,500

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Including, for presentation purposes only, the appropriation related to the library service in Geneva.

VIII.83 Regular budget resources requested by the Secretary-General for section 29E amount to \$142,828,300, before recosting. This represents a net increase of \$553,700, or 0.4 per cent, compared to the biennium 2010-2011 (see A/66/6 (Sect. 29E), para. 29E.6). The net increase is attributable to a number of factors explained in detail in paragraph 29E.6 of the budget document.

VIII.84 During the biennium 2012-2013, regular budget resources would be complemented by extrabudgetary resources, estimated at \$33,947,500, which would represent an increase of \$1,834,300 over the biennium 2010-2011. This includes the continuation of 142 posts and a proposal to establish an additional post at the P-3 level in the Human Resources Management Service. A range of services would be provided on a reimbursement basis to extrabudgetary administrative structures of United Nations organizations based in Geneva and to extrabudgetary substantive activities in a range of areas (see A/66/6 (Sect. 29E), para. 29E.8).

VIII.85 As indicated by the Secretary-General in paragraph 29E.5 of the proposed programme budget, during the biennium 2012-2013 the Division of Administration of the United Nations Office at Geneva will: (a) assist the Under-Secretary-General for Management in coordinating and monitoring the implementation of management reform in Geneva; (b) provide administrative and other support services to 21 United Nations Secretariat departments and offices for their operations implemented in Geneva, as well as to entities of the United Nations common system; (c) maintain and safeguard the United Nations assets and properties in Geneva, including the new facilities and installations, in compliance with the headquarters minimum operating security standards; (d) provide and strengthen, in coordination with the Office of Information and Communications Technology, the information and communications technology infrastructure, knowledge-sharing, information security and the network at the United Nations Office at Geneva; (e) coordinate the execution of the preparatory work in Geneva for the implementation of the enterprise resource planning system and the adoption of the International Public Sector Accounting Standards; and (f) ensure business continuity of administrative support to the United Nations Office at Geneva, other Secretariat departments and offices and other

United Nations common system entities based in Geneva, in the event of emergency situations.

VIII.86 With regard to facilities, the Secretary-General indicates that preparatory work continues with regard to the development of a comprehensive renovation and refurbishment programme for the Palais des Nations, referred to as the "strategic heritage plan". The Secretary-General notes, however, that the renovation envisaged under the plan would not start until the General Assembly had taken a decision on the matter and the capital master plan had been completed (A/66/6 (Sect. 29E), para. 29E.5 (c)). In this regard, the Secretary-General indicates that the conceptual engineering study of the plan has been completed. The Advisory Committee was informed that due to delays in its completion, the outcome of the study would be reported to the General Assembly at its sixty-sixth session rather than at the sixty-fifth session as requested in resolution 64/243.

VIII.87 The Advisory Committee was informed that the strategic heritage plan included the refurbishment and renovation of 3 conference rooms at the Palais des Nations. The Committee was also informed that work on the renovation and upgrading of the remaining 18 conference rooms, which began in 2001, had been completed. Notwithstanding this, the Secretary-General indicates that other urgent and remedial work, which cannot be postponed until the biennium 2014-2015, needs to be undertaken to address the rapid deterioration of the facilities. In this regard, the related requirements, which are estimated at $5.8 million, are included among the proposals for projects in Geneva, which are presented under section 34, Construction, alteration, improvement and major maintenance. **The Committee recognizes the need to proceed with these projects in order to avoid more costly repairs in the future, as well as to ensure personal safety in the Palais des Nations. The Committee was assured that these urgent health, safety and security-related repairs are separate to issues related to the strategic heritage plan and do not anticipate any actions or decisions thereon. Nonetheless, the Committee expects that these tasks will be consistent with the anticipated work under the strategic heritage plan.**

VIII.88 Table VIII.9 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table VIII.9
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	298	1 D-2, 3 D-1, 8 P-5, 15 P-4, 12 P-3, 12 P-2/1, 18 GS (PL), 229 GS (OL)
Proposed for 2012-2013	349	1 D-2, 4 D-1, 10 P-5, 16 P-4, 18 P-3, 22 P-2/1, 19 GS (PL), 259 GS (OL)
Redeployments	54	1 D-1, 2 P-5, 1 P-4, 6 P-3, 10 P-2, 1 GS (PL), 33 GS (OL)[a]

	Posts	*Level*
Abolitions	3	3 GS (OL)
Extrabudgetary		
Proposed for 2012-2013	143	3 P-5, 29 P-4/3, 3 GS (PL), 108 GS (OL)

[a] Inward redeployment from section 2, General Assembly and Economic and Social Council affairs and conference management, to subprogramme 7, Library services, of section 29E.

Comments and recommendations on posts

VIII.89 The Secretary-General proposes the inward redeployment of 54 posts from Conference management, Geneva, under section 2 to subprogramme 7, Library services under section 29E, Administration Geneva (ibid., para. 29E.7). The proposal is made to better reflect the established organizational reporting lines and is in line with a recommendation by the Office of Internal Oversight Services in its evaluation of the integrated global management initiative of the Department for General Assembly and Conference Management (see A/64/166). **The Advisory Committee has no objection to the proposed redeployment.**

VIII.90 Three General Service (Other level) posts are proposed for abolition, one in the Purchase and Transportation Section, under subprogramme 4, and two under subprogramme 7, Library services. The Advisory Committee was informed that the proposed abolitions reflect an ongoing analysis of requirements, taking into account current methods of work that, through greater use of technology, have reduced clerical functions in certain areas. **The Advisory Committee has no objection to the proposed abolitions (see also chap. I, para. 62, above).**

Comments and recommendations on non-post resources

VIII.91 Non-post resources of $54,632,100 are proposed for 2012-2013, which represents an increase of $842,900, or 1.6 per cent, compared to the biennium 2010-2011. The increase reflects the net effect of a decrease under supplies and materials ($111,500) and increased requirements in the following areas:

(a) Other staff costs ($604,200), due largely to additional requirements for general temporary assistance at the P-4 level for 16 months for a business continuity specialist ($215,000) and at the P-3 level to assist in the administration of construction projects to be undertaken during the next biennium ($360,000);

b) Contractual services ($136,800), due primarily to additional requirements for sound engineers to support meetings of the Human Rights Council ($83,900);

(c) General operating expenses ($123,700), due largely to additional requirements related to business continuity and an upgrading of the information technology infrastructure;

(d) Furniture and equipment ($79,700), due to additional requirements for business continuity ($421,900) which were largely offset by reductions in other areas;

(e) Travel of staff ($10,000), due to additional requirements for travel for meetings with the Business Continuity Management Unit at headquarters.

VIII.92 **The Advisory Committee recommends acceptance of the Secretary-General's proposal for non-post resources.**

General comments

Business continuity

VIII.93 The Advisory Committee recalls that in General Assembly resolution 64/243 the Assembly requested the Secretary-General to submit a fully justified proposal for post and non-post resources in relation to the work currently under way on business continuity management in the context of the proposed programme budget for the biennium 2012-2013. In this regard, the Committee notes that the proposed programme budget for the United Nations Office at Geneva contains proposals totalling $895,000, which are directly related to business continuity management. The Committee has commented further on the issue of business continuity in chapter I above.

Section 29F
Administration, Vienna

Proposal submitted by the Secretary-General	$39,553,600[a]
Revised appropriation for 2010-2011	$40,396,000[b]
Projected extrabudgetary resources	$12,800,000

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Including, for presentation purposes only, the appropriation related to the library service in Vienna.

VIII.94 Regular budget resources requested by the Secretary-General for section 29F amount to $39,553,600, before recosting. This represents a net decrease of $842,400, or 2.1 per cent, compared to the biennium 2010-2011 (A/66/6 (Sect. 29F), para. 29F.12). The net decrease is attributable to a number of factors explained in detail in paragraph 29F.12 of the budget document.

VIII.95 During the biennium 2012-2013, projected extrabudgetary resources, estimated at $12,800,000, would be allocated to the Division for Management from the support budget of the United Nations Office on Drugs and Crime (UNODC) and from programme support income as reimbursement for support services provided to extrabudgetary activities, funds and programmes. This is in line with the estimate for the biennium 2010-2011 of $12,756,600 and would fund the continuation of 61 posts.

VIII.96 As indicated in the proposed programme budget (ibid., paras. 29F.2-29F.4), the Division for Management of the United Nations Office at Vienna provides administrative support to the United Nations Secretariat units located in Vienna, including UNODC, the Office for Outer Space Affairs, the International Trade Law Division, the secretariat of the United Nations Scientific Committee on the Effects of Atomic Radiation, the United Nations Information Service, the Office of Internal Oversight Services and the United Nations Register of Damage Caused by the Construction of the Wall in the Occupied Palestinian Territory.

VIII.97 Under the terms of the tripartite memorandum of understanding of 1997 and subsequent amendments to it, the Division also provides some administrative support on a common service basis to other international organizations based in the Vienna International Centre, namely, the International Atomic Energy Agency (IAEA), the United Nations Industrial Development Organization (UNIDO) and the Preparatory Commission for the Comprehensive Nuclear-Test-Ban Treaty Organization. Limited administrative support is also provided on a reimbursement basis to offices of other United Nations entities located in the Vienna International Centre, such as the Office of the United Nations High Commissioner for Refugees, the United Nations Environment Programme and the United Nations Interregional Crime and Justice Research Institute, located in Turin, Italy.

VIII.98 Table VIII.10 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table VIII.10
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	91	1 D-2, 1 D-1, 4 P-5, 6 P-4, 6 P-3, 3 P-2/1, 6 GS (PL), 64 GS (OL)
Proposed for 2012-2013	93	1 D-2, 1 D-1, 4 P-5, 6 P-4, 7 P-3, 3 P-2/1, 6 GS (PL), 65 GS (OL)
Redeployments	2	1 P-3, 1 GS (OL) from section 2 to subprogramme 4, Support services
Extrabudgetary		
Proposed for 2012-2013	61	2 D-1, 1 P-5, 8 P-4/3, 6 GS (PL), 44 GS (OL)

Comments and recommendations on posts

VIII.99 The Secretary-General proposes the inward redeployment of one P-3 post and one General Service (Other level) post from the Conference Management Service, Vienna, under section 2 to subprogramme 4, Support services, under section 29F, Administration, Vienna. The proposal is made to better reflect the established organizational reporting lines and is in line with the recommendation of the Office of Internal Oversight Services in its evaluation of the integrated global management initiative of the Department for General Assembly and Conference Management (see A/64/166). **The Advisory Committee has no objection to the proposed redeployment.**

Comments and recommendations on non-post resources

VIII.100 Non-post resources of $19,929,900 are proposed for 2012-2013, which represents a decrease of $842,400, or 4.2 per cent, compared to the biennium 2010-2011. The decrease reflects reduced requirements under other staff costs ($209,000), general operating expenditures ($828,700), supplies and materials ($85,300) and furniture and equipment ($124,200). These decreases are partially offset by increased requirements under grants and contributions ($254,800), consultants ($60,000), travel of staff ($40,000) and contractual services ($50,000). The increased requirements under consultants, travel of staff and contractual services all relate to activities in support of business continuity management (see para. VIII.104 below).

VIII.101 The provision under grants and contributions reflects increased requirements for the Office's share of building management costs compared to the 2010-2011 level. The proposed requirements are stated as reflecting the expectation of an increase in the allocated operational floor space following the reoccupation of the C building. The Advisory Committee was informed that the amount due from the United Nations for building maintenance costs would not be finalized until after approval of the UNIDO budget in late 2011. The Secretary-General states that should there be a significant change to the share owed by the United Nations Office at Vienna, the matter would be brought to the attention of the General Assembly, in accordance with established methodology (A/66/6 (Sect. 29F), para. 29F.37). For the current biennium, the Committee was informed that it was envisaged that any additional requirements would be addressed in the context of the second performance report for 2010-2011. **The Committee recommends acceptance of the Secretary-General's proposal for non-post resources.**

General comments

Cost-sharing arrangements

VIII.102 The Secretary-General indicates that during 2010-2011 progress was made with regard to cost-sharing among the organizations at the Vienna International Centre. With respect to translation and interpretations services, a revised methodology was agreed with UNIDO and the Preparatory Commission for the Comprehensive Nuclear-Test-Ban Treaty Organization. Upon enquiry, the Advisory Committee was informed that previously the costs billed for translation work varied depending on whether internal resources or external translation contractors had been used. The key change in the revised methodology was the establishment of a standard rate that was charged per translated page. Although no direct costs savings are projected as a result of that change, the Committee was informed that it reduced the administrative workload involved in determining the cost of each translation job. In addition, the new methodology made the costs involved more predictable for the organizations using such services. **The Committee welcomes this initiative and is of the view that the reduction in administrative workload should free up resources for other tasks. The Committee encourages the Office to seek to identify any savings resulting from this process change, if possible, and to report thereon in the context of the next proposed programme budget.** With regard to building management, the Secretary-General indicates that an independent external review, sponsored by UNIDO, recommended that the current cost-sharing methodology be changed and that that recommendation is currently under consideration by the Vienna-based organizations (ibid., para. 29F.7).

Asbestos-removal project

VIII.103 With regard to the asbestos-removal work in the Vienna International Centre, the Secretary-General states that the C building, which consists mainly of conference areas, will be usable again by the biennium 2012-2013. Upon enquiry, the Advisory Committee was informed that although the bulk of the work with regard to the asbestos removal itself was nearing completion, the project also involved work to refurbish the building prior to it being reoccupied. The Committee was informed that it was envisaged that that work would be completed in early 2013. The Committee notes that the project had been expected to be completed by mid-2011 (see A/62/6 (Sect. 28F), para. 28F.8). **The Committee expects that every effort will be made to ensure the completion of the remaining work without any further delays so as to enable the timely reoccupation of the building.**

Business continuity

VIII.104 The Advisory Committee recalls that in General Assembly resolution 64/243 the Assembly requested the Secretary-General to submit a fully justified proposal for post and non-post resources in relation to the work currently under way on business continuity management in the context of the proposed programme budget for the biennium 2012-2013. In this regard, the Committee notes that the proposed programme budget for the United Nations Office at Vienna contains proposals totalling $608,000 that are directly related to business continuity management. The Committee has commented further on the issue of business continuity in chapter I above.

Section 29G
Administration, Nairobi

Proposal submitted by the Secretary-General	$29,196,400[a]
Revised appropriation for 2010-2011	$29,136,300
Projected extrabudgetary resources	$27,375,300

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

VIII.105 Regular budget resources of $29,196,400, before recosting, are requested by the Secretary-General for section 29G, representing a net increase of $60,100, or 0.2 per cent, compared to the biennium 2010-2011. The net increase is attributable to a number of factors explained in detail in paragraph 29F.7 of the budget document.

VIII.106 As indicated in paragraph 29G.1 of the budget document, the United Nations Office at Nairobi provides the United Nations Environment Programme (UNEP) and the United Nations Human Settlements Programme (UN-Habitat), under a memorandum of understanding and specific service agreements with them, with a full range of administrative and other support services, including in the areas of human resources administration, information and communications technology services, accounting and procurement. Under various agreements, the Office also administers common support services for offices of other organizations of the United Nations system located in Nairobi. The Office also manages the United Nations facilities in Nairobi. The responsibilities of the Office are set out in Secretary-General's bulletin ST/SGB/2009/3.

VIII.107 During the biennium 2012-2013, regular budget resources would be complemented by extrabudgetary resources, estimated at $27,375,300, representing an increase of $2,064,600 over the biennium 2010-2011. This amount would represent 46.5 per cent of the overall resource requirements for the Office. The extrabudgetary resources relate to common support services offered by the Office, with a major component of the funding deriving from reimbursements for services rendered to UNEP and UN-Habitat. In addition, the Secretary-General indicates that there have been significant increases in the workload and related income from common services provided to the office of the United Nations funds, programmes and specialized agencies located in Nairobi, a trend that is expected to continue (A/66/6 (Sect. 29G), para. 29G.8). The Committee was informed that this increase was partly due to the move of additional offices into the United Nations complex and that an increase of up to 20 per cent in the level of common services provided was anticipated for the next biennium.

VIII.108 Table VIII.11 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table VIII.11
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	131	1 D-2, 1 D-1, 8 P-5, 12 P-4, 17 P-3, 9 P-2/1, 2 National Officer, 81 General Service (Local level)
Proposed for 2012-2013	131	1 D-2, 3 D-1, 8 P-5, 10 P-4, 17 P-3, 9 P-2/1, 2 National Officer, 81 General Service (Local level)
Reclassifications	4	2 P-5 posts to D-1 and 2 P-4 posts to P-5 under subprogrammes 3 and 4
Redeployments	3	1 D-1, 1 P-2 and 1 General Service (Local level) from Executive Direction and Management to subprogramme 2
Extrabudgetary		
Proposed for 2012-2013	199	1 P-4/3, 2 P-2/1, 7 National Officer, 189 General Service (Local level)

Comments and recommendations on posts

Reclassifications

VIII.109 With regard to the proposals for reclassifications, the Secretary-General recalls the review of the internal organization and post and grade structure of the

United Nations Office at Nairobi that was undertaken by the Office of Human Resources Management in 2008 (ibid., para. 29G.4). The Secretary-General states that that review concluded that the post and grade structure of the Office had been classified lower than those of the United Nations Office at Geneva and the United Nations Office at Vienna. The Secretary-General indicates that it was proposed to restructure, in a gradual manner, the post and grade structure of the United Nations Office at Nairobi to bring it up to the level of the United Nations Offices at Geneva and Vienna.

VIII.110 The Advisory Committee was informed that the proposals in the proposed programme budget for the biennium 2012-2013 were the second phase of implementation of the Office of Human Resources Management review, following the reclassification of four P-4 posts in the context of the proposed programme budget for the biennium 2010-2011. The Committee was also informed that it was intended that the remaining recommendations for the review would be put forward in the context of the proposed programme budget for the biennium 2014-2015.

VIII.111 **The Advisory Committee reiterates its view that staffing proposals for the United Nations Office at Nairobi should reflect the longer-term strategy of the Office and its operational requirements and should clearly and objectively relate the grade structure of posts to the functions assigned to them (see A/64/7, para. VIII.89).**

VIII.112 For the biennium 2012-213, the Secretary-General proposes to reclassify two P-5 posts to the D-1 level, namely the Chief, Human Resources Management Service, and the Chief, Support Services Service, and two P-4 posts to the P-5 level, namely the Chief, Staff Administration Section, Human Resources Management Service, and the Chief, Procurement Section.

VIII.113 With regard to the proposal for the reclassification to the D-1 level of the post of Chief, Human Resources Management Service, the Advisory Committee was informed that the number of staff administered by the Office in 2010 was 2,359, compared with 1,118 administered by the United Nations Office at Vienna and 4,272 by the United Nations Office at Geneva. In addition to supervising the work of the Staff Administration Section and the Recruitment and Classification Section, the Chief of the Service also has oversight of the Staff Training and Development Unit and the joint medical services that provide services to all agencies, funds and programmes based in Nairobi. The Committee was also informed that the Chief, Human Resources Management Service, is responsible for the supervision of 71 staff in the Service. **The Committee has no objection to the proposed reclassification of the post of Chief, Human Resources Management Service.**

VIII.114 Upon enquiry, the Advisory Committee was provided with information on the staffing of the human resources management services of the United Nations Offices at Geneva and Vienna, which is outlined in table VIII.12.

Table VIII.12
Staffing of human resources management services

Post level	*United Nations Office at Geneva*		*United Nations Office at Vienna*		*United Nations Office at Nairobi*	
	Regular budget	*Extrabudgetary*	*Regular budget*	*Extrabudgetary*	*Regular budget*	*Extrabudgetary*
D-1	1	—	1	—	1[a]	—
P-5	1	2	1	—	3[a]	—
P-4	3	4	1	1	1	—
P-3	3	2	2	1	6	—
P-2	1	—	—	—	2	—
Subtotal	**9**	**8**	**5**	**2**	**13**	**—**
GS (PL)	2	2	3	—	—	—
GS (OL)	20	26	11	10	—	—
NO	—	—	—	—	—	5
LL	—	—	—	—	14	40
Subtotal	**22**	**28**	**14**	**10**	**14**	**45**
Total	**31**	**36**	**19**	**12**	**27**	**45**

[a] Reflecting proposed reclassification from P-5 to D-1 and from P-4 to P-5 for the biennium 2012-2013.

VIII.115 With regard to the proposed reclassification from P-4 to P-5 of the post of Chief, Staff Administration Section, the Advisory Committee noted the number of staff administered by the Office. **The Committee has no objection to the proposal of the Secretary-General.**

VIII.116 The Secretary-General also proposes the reclassification of the post of Chief, Support Services Service from P-5 to D-1. The Advisory Committee was informed that this Service is responsible for the administration and maintenance of buildings in the United Nations complex in Nairobi, the coordination of local and international procurement and the operation of registry and other general service provision, including mail, pouch, travel and shipping services, to all offices in the complex. The Committee was further informed that the proposal to upgrade the post of Chief of Service to D-1 level was in line with a recommendation of the Office of Internal Oversight Services.

VIII.117 With regard to the proposal for the upgrade of the post of Chief, Procurement Section, within the Support Services Service, from P-4 to P-5, the Advisory Committee was provided with information on the level of procurement activity being carried out in the Office. During the biennium 2008-2009, the Office issued 3,939 purchase orders valued at $94 million, while the projected level of activity for 2010-2011 was estimated at 3,900 purchase orders valued at $115 million. The Committee was further informed that the proposed reclassification to the P-5 level was in line with a recommendation of the Office of Internal Oversight Services.

VIII.118 **On the basis of on their responsibilities, the Advisory Committee has no objection to the proposed reclassifications of the post of Chief, Support Services Service, to D-1 and of the Chief, Procurement Section, to P-5. The**

Committee expects that the provision of strengthened management to the Service will lead to improved responsiveness and effectiveness in the support provided to UNEP, UN-Habitat and other client offices. The Committee requests that information in this regard be provided in the proposed programme budget for 2014-2015.

Redeployments

VIII.119 Three posts (D-1, P-2 and GS (LL) are proposed for redeployment from Executive Direction and Management to the Budget and Financial Management Service, subprogramme 2, to reflect the current organizational structure (see also para. VIII.123 below). **The Advisory Committee has no objection to the proposed redeployments.**

Comments and recommendations on non-post resources

VIII.120 Non-post resources of $8,965,500 are proposed for 2012-2013, which represents an increase of $182,100, or 2 per cent, compared to the biennium 2010-2011. A decrease of $627,900 is reflected under general operating expenses, which is attributed to adjustments, based on patterns of expenditure, in areas such as requirements for utilities, maintenance of premises and rental of furniture and equipment. This decrease was partly offset by increased requirements related primarily to business continuity management in the following areas:

(a) Furniture and equipment ($202,700), due primarily to the cost of an advance medical post and information and communications and technology requirements related to business continuity management;

(b) Supplies and materials ($142,100), largely for medical vaccines, supplies and equipment;

(c) Travel of staff ($60,000) related to the travel of the business continuity management coordinator, including travel to out-posted offices in Kenya for the training of critical staff.

VIII.121 The Advisory Committee recalls that in General Assembly resolution 64/243 the Assembly requested the Secretary-General to submit a fully justified proposal for post and non-post resources in relation to the work currently under way on business continuity management in the context of the proposed programme budget for the biennium 2012-2013. In this regard, the Committee notes that the proposed programme budget for the United Nations Office at Nairobi contains proposals totalling $1,213,400 that are directly related to business continuity management. This provision includes a continuation of two positions under general temporary assistance that were approved under resolution 64/243. The Committee has commented further on the issue of business continuity in chapter I above.

VIII.122 **The Advisory Committee recommends acceptance of the Secretary-General's proposal for non-post resources.**

General comments and recommendations

Organizational structure

VIII.123 In its report on the proposed programme budget for the biennium 2010-2011, the Advisory Committee highlighted the fact that the organizational structure of the United Nations Office at Nairobi as set out in Secretary-General's bulletin

ST/SGB/2009/3 differed from the structure contained in that budget document (A/64/7 (Sect. 28G), para. VIII.88). The redeployments referred to in paragraph VIII.119 above are proposed to address that inconsistency. The Committee was informed that there is a need to revise the Secretary-General's bulletin to reflect the establishment of the post of Director-General of the United Nations Office at Nairobi. The Committee was further informed that that revision would also entail updating the organization chart and governance structure of the Office. **The Advisory Committee trusts that the required revision to the Secretary-General's bulletin will be completed in a timely manner.**

Monitoring and evaluation

VIII.124 The Secretary-General indicates that resources totalling approximately $246,600 (regular budget) and $5,600 (extrabudgetary) would be utilized for the conduct of monitoring and evaluation activities (A/66/6 (Sect. 29G), para. 29G.9). The Advisory Committee was informed that the Office had no staff dedicated on a full-time basis to those tasks and that the work involved was carried out by staff as a part of their overall responsibilities. The Committee has commented further on the issue of monitoring and evaluation in chapter I above. **The Committee considers that the effective monitoring and evaluation of programme activities is a key management function and expects that the Office will ensure that sufficient resources are devoted to this area.**

Section 30
Office of Information and Communications Technology

Proposal submitted by the Secretary-General	$75,120,000[a]
Revised appropriation for 2010-2011	$72,120,000
Projected extrabudgetary resources	$40,377,400[b]

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Including other assessed resources amounting to $20,037,200, amending the information contained in table 30.4 of A/66/6 (Sect. 30) to reflect the decision taken in General Assembly resolution 65/290 with respect to the support account for peacekeeping operations, as well as extrabudgetary resources in the amount of $20,340,200.

VIII.125 Regular budget resources requested by the Secretary-General for section 30 amount to $75,120,000 before recosting, reflecting an increase of $3,000,000, or 4.2 per cent, over the revised appropriation for the biennium 2010-2011 (see A/66/6 (Sect. 30), table 30.4; see also para. VIII.129 and table VIII.14 below). The increase is essentially related to higher requirements for non-post resources under subprogramme 6, Information and communications technology operations, for enhancing and supporting resource management services for the biennium

2012-2013 (see A/66/6 (Sect. 30), para. 30.8). The regular budget resources available to the Office would be complemented with an additional $20,037,200 from the peacekeeping support account and $20,340,200 from other extrabudgetary resources. The amount of $20,037,200 relating to the support account for peacekeeping resources reflects the decision taken by the General Assembly in its resolution 65/290, amending the figures indicated in paragraph 30.9 and table 30.4 of the Secretary-General's report (A/66/6 (Sect. 30)).

VIII.126 In its resolution 65/259 (sect. XVII, para. 8) the General Assembly requested the Secretary-General to review the proposals on the implementation of the ICT strategy contained in his report A/65/491 and to submit new and/or revised proposals in the context of the proposed programme budget for the biennium 2012-2013. In response to that request, the Secretary-General has submitted a report entitled "Enterprise information and communications technology initiatives for the United Nations Secretariat" (A/66/94), for consideration by the General Assembly at the main part of its sixty-sixth session. The report also responds to previous resolutions in which the Assembly requested the Secretary-General to submit proposals for the implementation of enterprise content management and customer relationship management solutions in the context of the proposed programme budget for the biennium 2012-2013 (resolution 64/243, paras. 125 and 126) and the development of a unified ICT disaster recovery plan and business continuity approach (resolutions 63/262, 63/269 and 64/243, para. 127).

VIII.127 In his report, the Secretary-General presents four revised cross-cutting, Organization-wide initiatives to implement the ICT strategy and comprehensively address institutional ICT needs, as follows: (a) improve enterprise ICT management; (b) leverage knowledge through ICT; (c) enhance ICT service delivery; and (d) create resilient ICT infrastructure. The four initiatives are to be carried out over a four-year period, from 2012 to 2015, and are proposed to be funded on the basis of the cost-sharing arrangement approved for the enterprise resource planning project.[11] The overall requirement for the four initiatives for the biennium 2012-2013 is estimated at $42,822,500, comprising $6,423,400 to be funded from the regular budget, $26,550,000 from the support account for peacekeeping operations and $9,849,100 from the special accounts for programme support costs. The Advisory Committee was informed that the Secretary-General had issued a separate report (A/66/94), since the proposals for the enterprise ICT initiatives spanned multiple financial periods, and were proposed to be funded across multiple funding sources. The Committee provides its comments and recommendations on the four initiatives in its second report on the proposed programme budget for the biennium 2012-2013, A/66/7/Add.1.

VIII.128 In this connection, the Advisory Committee notes that the regular budget share of the resources proposed for the four initiatives is not reflected under the proposed programme budget for section 30 for 2012-2013, which therefore presents an incomplete picture of the overall regular budget resource requirements for the Office of Information and Communications Technology. The Committee was informed that the Office had faced some time constraints, given the adoption of the resolution 65/259 by the General Assembly on 24 December 2010, which did not allow time for the preparation and submission of a revised budget to the Office of

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[11] Comprising 15 per cent from the regular budget, 62 per cent from the support account for peacekeeping operations and 23 per cent from the special accounts for programme support costs.

Programme Planning, Budget and Accounts by the deadline of 15 December 2010. **In paragraph 31 of chapter I above, the Committee expresses its view that, should the Secretary-General not have been in a position to incorporate a full submission on the proposals, indicative estimates at least of the related resource requirements should have been reflected under section 30 of the proposed programme budget for 2012-2013.**

VIII.129 However, at the time of its consideration of the proposed programme budget for 2012-2013, the Advisory Committee was provided with an advance copy of the Secretary-General's report on enterprise ICT initiatives and was able to consider the totality of regular budget resources and activities proposed for the biennium. The Secretary-General's proposals for section 30 of the proposed programme budget for 2012-2013 should be considered in conjunction with the above-mentioned report on enterprise ICT initiatives for the United Nations, along with the Committee's related reports (A/66/7 and Add.1). Upon request, the Committee was provided with an updated table showing the combined regular budget resources proposed for 2012-2013 under section 30, Office of Information and Communications Technology (A/66/6 (Sect. 30)) and for enterprise ICT initiatives (A/66/94) (table VIII.14). As shown in table VIII.14, taking into account the regular budget share of $6,423,400 of the requirement for the four proposed enterprise ICT initiatives, the overall proposal for section 30 for the biennium 2012-2013 would amount to $81,543,375, reflecting an increase of 13.1 per cent over the appropriation for 2010-2011.

VIII.130 In paragraph 5 of the introduction to the proposed programme budget for 2012-2013 (A/66/6 (Introduction)), the Secretary-General refers to his change management initiative aimed at improving the efficiency and effectiveness of the Organization. The Advisory Committee was informed that the initiative would involve examining and updating the way the Organization works in six areas, including information and communications technology. In particular, the goal was to move towards a "paperless environment" by 2015, focusing on electronic record-keeping, electronic signatures and knowledge management solutions. **The Committee is of the opinion that the simultaneous proliferation of initiatives does not facilitate a clear understanding of the Secretary-General's overall approach to change management. It recommends that the Secretary-General be requested to ensure that the activities envisaged in this regard will complement and not duplicate the work of the Knowledge Management Service of the Office of Information and Communications Technology and that of other departments or offices engaged in similar initiatives, and that close coordination and cooperation will be maintained between the respective teams of that Office and the change management initiative, given that the Office is responsible for ICT initiatives in the longer term.**

VIII.131 The Advisory Committee was provided with further details on the change management initiative, which are discussed in chapter I above. It was informed that the Office of Information and Communications Technology has appointed a reform focal point, responsible for working closely with the change management team, the Office of Information and Communications Technology and the senior management team to ensure cooperation and implementation of reform proposals within the Office. In addition, the Office would second one staff member to the change management team on a part-time basis.

VIII.132 Table VIII.13 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding the regular budget posts for 2012-2013. The table also shows the extrabudgetary posts proposed for the biennium 2012-2013.

Table VIII.13
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	137	1 ASG, 1 D-2, 4 D-1, 13 P-5, 21 P-4, 30 P-3, 7 P-2/1, 11 GS (PL), 48 GS (OL), 1 TC
Proposed for 2012-2013	137	1 ASG, 1 D-2, 4 D-1, 13 P-5, 21 P-4, 30 P-3, 7 P-2/1, 11 GS (PL), 48 GS (OL), 1 TC
Extrabudgetary[a]		
Proposed for 2012-2013	24	8 P-4/3, 3 P-2/1, 3 GS (PL), 10 GS(OL)

[a] The number of extrabudgetary posts includes 12 other assessed posts financed exclusively from the support account for peacekeeping operations and 12 extrabudgetary posts financed through the telecommunications support account.

Comments and recommendations on posts

VIII.133 The Secretary-General proposes to continue 137 regular budget posts for the Office of Information and Communications Technology. **The Advisory Committee recommends acceptance of the Secretary-General's proposals.**

VIII.134 In his report on enterprise ICT initiatives, the Secretary-General proposes to establish 14 additional regular budget posts to strengthen the Office, comprising two posts for executive direction and management; eight posts for subprogramme 5, Information and communications technology strategic management and coordination; two posts for subprogramme 6, Information and communications technology operations; and two posts for programme support. As indicated above, the Advisory Committee's comments and recommendations regarding those requests are contained in its related report A/66/7/Add.1. In this connection, the Committee recalls that in the context of its consideration of the Secretary-General's proposals on the implementation of the ICT strategy contained in his report A/65/491, the General Assembly decided to approve for 2011 general temporary assistance equivalent to seven P-4 positions, of which five positions were to be met from within existing resources (resolution 65/259, part XVII, para. 15). The Committee was informed that those five positions had not yet been funded and that the resources provided for the remaining two positions on a one-time basis during 2011 were not proposed to be continued in the budgetary proposals for section 30 for 2012-2013.

Recommendations on non-post resources

VIII.135 Non-post resources proposed for the biennium 2012-2013 amount to $40,196,500, representing a net increase of $3,000,000 as compared to the appropriation for the current biennium. Paragraph 30.8 of the budget document (A/66/6 (Sect. 30)) provides a summary of the changes, reflecting the combined effect of increases and decreases proposed under various objects of expenditure. The Secretary-General is proposing a net additional amount of $289,400 under executive direction and management in relation to change management activities (see para. VIII.136 below), and a net increase of $3,343,800 under non-post resources for subprogramme 6, Information and communications technology operations, including $2,758,900 for general temporary assistance, to respond to increased demands for enhancing and supporting resource management services at Headquarters and offices away from Headquarters. The increased requirements are partially offset by reductions under most other non-post object classes, including: travel of staff ($100,900, or 18.4 per cent), contractual services ($91,000, or 0.6 per cent), supplies and materials ($175,600, or 40.1 per cent), furniture and equipment ($188,900, or 17.2 per cent), and grants and contributions ($63,400, or 100 percent).

VIII.136 As regards the additional $289,400 proposed for executive direction and management, in paragraph 30.8 (a) of his report (A/66/6 (Sect. 30)), the Secretary-General states that the additional resources are due to increased requirements under contractual services to cover professional services for the implementation of change management and to support increasing awareness and adoption of the ICT strategy. The services would include organizing, planning, developing and implementing large, complex communication campaigns related to ICT initiatives and ICT strategy implementation. The Advisory Committee requested additional justification in support of the Secretary-General's request. **The Committee believes that activities related to supporting and increasing awareness of the ICT strategy should be conducted by staff having a good knowledge of the Organization rather than external consultants, and that in-house capacity should be developed in this regard. Accordingly, the Committee recommends against approval of the additional amount of $289,400 proposed for contractual services. It recommends acceptance of the Secretary-General's remaining proposals for non-post resources.**

General comments and recommendations

Format and presentation

VIII.137 The proposed programme budget for the biennium 2012-2013 presents, for the second time, the requirements of the Office of Information and Communications Technology, which was established as an independent organizational unit under a separate budget section by the General Assembly in its resolution 63/262. In its first report on the proposed programme budget for the biennium 2010-2011 (A/64/7), the Advisory Committee highlighted a number of areas for improvement in the presentation of the budgetary proposals of the Office. **While noting some progress, the Committee remains firmly of the view that many of its previous observations and recommendations are still relevant. The Office would therefore benefit from taking them into account when preparing its next budget submission. The Committee recommends that in preparing the next budget submission, efforts should continue to be made to fully reflect in the logical framework the work programme of the Office, with clearly defined objectives, expected accomplishments and indicators of achievement. The Office should also provide clear information on the mandated activities and outputs of the Office.**

VIII.138 The Advisory Committee also points out that the budget document does not provide a sufficiently clear picture of the staffing resources available for carrying out the work programme of the Office, which include, in addition to established posts, general temporary assistance and contractual services. For example, in paragraph 30.26 of the budget document (A/66/6 (Sect. 30)), containing a request for an additional $3.3 million in non-post resources, little information is provided on the proposed requirements for general temporary assistance, contractual personnel or consultants. Upon enquiry, the Committee was provided with a breakdown of the proposed resources, including the number of work months and the grade levels of the general temporary assistance and contractual personnel proposed, as well as the services or functions they would be required to perform. The Committee was also informed that, unlike other departments and offices, the Office of Information and Communications Technology relied heavily on contractual services to flexibly augment its capacity to address requirements for one-time ICT projects, reflecting a best practice by which staff positions were generally reserved for institution-specific functions and activities that required long-term preservation of institutional interests and memory. **Given that a large number of ICT services are provided through temporary assistance and contractual personnel, the Committee recommends that the Secretary-General be requested to inform the General Assembly, as a matter of routine, of the breakdown of the utilization of those categories of expenditure, distinguishing between personnel costs and other requirements. The Committee also urges the Secretary-General to continue to pursue efforts to improve the clarity and comprehensiveness of the budget document and to provide a sufficient level of detail to allow the Assembly to gain a better understanding of the activities of the Office, its staffing and the services it provides, as well as the proposed utilization of resources. Such greater clarity in terminology will be important for the success of the Office's communications activities, both within the Secretariat and with Member States.**

VIII.139 The Advisory Committee also notes a tendency towards the use of highly technical terms in the budget document, as well as in the supplementary information provided to it. **While acknowledging that the use of some technological terms is inevitable given the nature of the activities of the Office, in the interest of greater clarity and transparency, the Committee requests that due attention be paid to formulating budget proposals in language that is accessible to non-specialists, and to providing a glossary for any technological terms and concepts used, as appropriate.**

Costs of information and communications technology services

VIII.140 In its first report on the proposed programme budget for 2010-2011, the Advisory Committee emphasized that ICT services should be provided in the most cost-effective manner, with accurate pricing of real costs, and that transparent information on the basis for the costing of those services should be made available to client departments (A/64/7, para. VIII.122). The question of the costing of outputs and services is one of long standing. In paragraph 29 of its resolution 56/253, the General Assembly emphasized that a system of costing outputs was an important part of an effective and transparent decision-making process. More recently, in its resolution 63/262 (sect. VI, para. 4), the Assembly requested the

Secretary-General to continue to improve the methods for calculating costs of support services.

VIII.141 The Advisory Committee was informed that cost recovery mechanisms had been in place since the biennium 2000-2001, and had been implemented in consultation with the Office of Programme Planning, Budget and Accounts as part of the budget process. It was determined that, as the demand for ICT services continued to grow and exceed supply, central funding had proved to be an ineffective control mechanism, and that demand for such services needed to be regulated and monitored. The cost recovery mechanism in place allowed client departments to budget for and monitor their own use of ICT services, and also provided the Office of Information and Communications Technology with important information for planning its workload and expenditures. Provisions made under departmental budgets for service level agreements were transferred by the Office of Programme Planning, Budget and Accounts to extrabudgetary accounts for specific objects of expenditure, which are listed in table VIII.15. Those resources are made available to the Office of Information and Communications Technology under the relevant subprogramme providing the service, to cover requirements related to: (a) telephone and network services, (b) desktop services and (c) hosting services.

VIII.142 The Advisory Committee was further informed that a distinction was made between fixed costs, which are budgeted under the Office of Information and Communications Technology, and variable expenditures, which are covered through the cost-recovery mechanism. Fixed costs pertained to capital expenditures, costs for facilities and shared resources such as management, administrative personnel and training, whereas variable costs covered the depreciation of hardware based on the duration of the replacement cycle, software maintenance and licence fees, and costs for in-house and outsourced personnel dedicated to the provision of ICT services. As regards desktop services, three service level agreement plans were available, offering different levels of support: level A for full support, level B for a reduced level of support and level C for minimum support. A comparison of the different levels of service and support provided under each plan is summarized in table VIII.16.

VIII.143 In this connection, the Advisory Committee enquired whether such an arrangement could encourage departments and offices to procure equivalent ICT services through external providers, based on Office of Information and Communications Technology specifications and standards. It was informed that, while it was feasible for organizational units in smaller organizations to obtain ICT services from external vendors, in the context of the Secretariat such an approach would have a negative impact on the realization of economies of scale and would, in the long run, introduce additional fragmentation of ICT capacities and cost more.

VIII.144 At present, provisions for ICT service level agreements are budgeted under the recipient departments and offices and appear under the broad category of extrabudgetary resources in the overview of section 30 (see A/66/6 (Sect. 30), table 30.4). **The Advisory Committee is of the view that the budget document must provide complete transparency concerning cost-recovery income available to the Office of Information and Communications Technology, including information on the amounts paid by various departments and offices and any other entities for ICT services. Information must also be provided on the utilization of those resources by the Office, including for the funding of posts in**

the Office. In this connection, the Committee also considers that the income made available to the Office through cost recovery should be presented under a separate category in the overview of the budget section (see chap. I above, paras. 115-117). The Advisory Committee further reiterates that information on the basis for the pricing and costing of those services should be made available to client departments.

Organizational arrangements for the Office of Information and Communications Technology

VIII.145 By its resolution 63/262, the General Assembly established the Office of Information and Communications Technology as an independent organizational unit under a separate budget section, to be headed by the Chief Information Technology Officer at the level of Assistant Secretary-General. In the same resolution, the Assembly also requested the Secretary-General to report it at the main part of its sixty-fifth session on an in-depth assessment of the organizational arrangement, including the possibility of changing the placement of the Office of Information and Communications Technology in the structure of the Organization. However, while the Secretary-General assessed the internal structure of the Office, he did not address the question of the placement of the Office in the context of his progress report on the implementation of the ICT strategy (A/65/491). In its resolution 65/269 the Assembly reiterated its earlier request for an in-depth assessment, to be submitted for consideration at its sixty-eighth session.

VIII.146 **The Advisory Committee remains firmly of the view that the management and reporting arrangements must provide overall direction for the Office and ensure the effectiveness, supervision and accountability of the ICT structures of the Organization. The Committee points out that, to ensure continuing confidence in the Office, it is essential that the organizational arrangements in place be, and be seen to be, fit for purpose. In the light of the considerable investments being made in ICT infrastructure, systems and services, as well as the strategic importance of ongoing initiatives such as the implementation of the ICT strategy and the enterprise resource planning project (Umoja), the Secretary-General should be requested to rigorously examine current arrangements and to make any adjustments, as required, to ensure their effectiveness and efficiency and to fully respond to the General Assembly's request for an in-depth assessment for consideration no later than at its sixty-eighth session.**

Replacement of information and communications technology equipment

VIII.147 The Advisory Committee notes, as part of its review of the proposed programme budget for the biennium 2012-2013, the decision taken by several departments and offices to defer replacement of ICT equipment with a view to lowering resource requirements under furniture and equipment. Upon enquiry as to its position on those proposals, and whether consideration had been given to changing the standard replacement cycle, even temporarily, during the current financial downturn, the Office of Information and Communications Technology stated that client departments and offices could, if they so desired, defer the replacement of personal computers beyond the current four-year cycle and that, in case of failure, a loaned personal computer was made available pending the procurement of a new one. The Office also indicated that, in general, the frequency of incidents and repairs increased significantly after a four-year period of usage. Furthermore, a lengthening of the current cycle for the replacement of personal computers at Headquarters could have an impact on the planned migration to the Windows 7 operating system by July 2014, in view of the fact over half of the existing personal computers did not have the minimum requirements to support Windows 7 and would have to be replaced before July 2014. It was also indicated that at present the Windows XP software currently in use at the United Nations would no longer be supported by Microsoft after July 2014.

Table VIII.14

Regular budget resources proposed for 2012-2013 for section 30, Office of Information and Communications Technology (A/66/6 (Sect. 30)) and enterprise information and communications technology initiatives (A/66/94)

(United States dollars)

Object of expenditure	*2010-2011 appropriation*	*2012-2013 A/66/6 (Sect. 30)*[a]	*2012-2013 A/66/94*[b]	*A/66/6 (Sect. 30) and A/66/94*	*Resource growth*[c]	
					Amount	*Percentage*
Posts	34 923 500	34 923 500	432 540	35 356 040	432 540	1.2
Other staff costs	1 974 700	5 408 800	278 670	5 687 470	3 712 770	188.0
Consultants						
Travel of staff	549 300	448 400	76 650	525 050	-24 250	-4.4
Contractual services	15 890 600	15 799 500	3 904 230	19 703 730	3 813 130	24.0
General operating expenses	17 182 800	17 368 600	671 490	18 040 090	857 290	5.0
Supplies and materials	438 200	262 600	174 915	437 515	-685	-0.2
Furniture and equipment	1 097 500	908 600	884 880	1 793 480	695 980	63.4
Grants and contributions	63 400	—	—	—	-63 400	-100.0
Total	**72 120 000**	**75 120 000**	**6 423 375**	**81 543 375**	**9 423 375**	**13.1**

[a] All figures for 2012-2013 are before recosting.

[b] Figures represent the regular budget share of the requirements for enterprise ICT proposals.

[c] Resource growth as compared to the appropriation for 2010-2011.

Table VIII.15

Extrabudgetary accounts for specific objects of expenditure in relation to cost recovery

Account code	*Description*
307 3709	Contractual services, contribution to support central data-processing services
307 3710	Contribution to support office automation equipment
307 3711	Contribution to support central data-processing infrastructure
405 4304	Rental and maintenance of data-processing equipment

Table VIII.16

Comparison between service level agreement plans for desktop services

	SLA level A	*SLA level B*	*SLA level C*	
Service description	*Annual cost (United States dollars)*			*Components covered*
Network account	400	400	400	Network infrastructure, licences, maintenance, contractual services and carrier charges between buildings
E-mail account	360	360	360	E-mail infrastructure, licences, maintenance and contractual services
Central Management Software	50	50	50	Contractual services to maintain and configure desktop software that provides each desktop with anti-virus, operating system and application updates
Desktop licensing	125	125	125	Software licence fees for Microsoft Office, anti-spam, PDF writer, etc.
Personal content management	40	40	40	1 gigabyte of storage, backup and restore services for personal data
Service desk services	542	542	$125	Service desk contractual services; hazardous waste disposal, hardware support, loaner equipment and remote support licences; SLA level C includes only limited Office of Information and Communications Technology service desk contractual services for diagnosing problems
LAN administration	645	—	—	LAN administration services include full user registration, training, problem diagnosis and on-site technical support
Adjustment	(62)	(17)	—	
Total	**2 100**	**1 500**	**1 100**	

Part IX
Internal oversight

Section 31
Internal oversight

Proposal submitted by the Secretary-General	$39,025,300[a]
Revised appropriation for 2010-2011	$38,925,000
Projected extrabudgetary resources	$73,664,400[b]

A summary of the Secretary-General's proposals for regular budget posts is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Including other assessed resources amounting to $57,170,200, amending the information contained in table 31.4 of A/66/6 (Sect. 31) to reflect the decision taken in General Assembly resolution 65/290 with respect to the support account for peacekeeping operations, as well as extrabudgetary resources in the amount of $16,494,200.

IX.1 The Advisory Committee notes that the regular budget resources requested by the Secretary-General for section 31, before recosting, amount to $39,025,300, representing an increase of $100,300, or 0.3 per cent, compared to the biennium 2010-2011.

IX.2 The increase is due to additional requirements for posts of $1,590,400 over the resources of $32,640,900 approved for 2010-2011, resulting from the delayed impact of three posts approved in 2010-2011 (under subprogramme 2, Inspection and evaluation), one new post proposed to be established under executive direction and management and the proposed conversion to established posts of six positions funded under general temporary assistance under subprogramme 2. This is offset by a decrease in non-post resources of $1,490,100, due mostly to reduced requirements for general temporary assistance, consultants, travel of staff, contractual services, general operating expenses, supplies and materials, and grants and contributions. In terms of the components of the programme, the increase is the net result of additional requirements under executive direction and management and programme support, reflecting increases of $259,000 and $15,000, respectively, offset by a decrease of $173,700 in the requirements for programme of work, related mostly to subprogramme 1, Internal audit, and subprogramme 3, Investigations.

IX.3 The Advisory Committee notes that the Independent Audit Advisory Committee, in accordance with paragraph 2 (d) of its terms of reference (General Assembly resolution 61/275, annex), submitted a report on its review of the proposed programme budget for the Office of Internal Oversight Services for the biennium 2012-2013 (A/66/85). The Committee met and exchanged views with the Chairman of the Independent Audit Advisory Committee in this regard.

IX.4 Table IX.1 summarizes the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for the biennium 2012-2013. The table also shows extrabudgetary posts proposed for the biennium 2012-2013.

Table IX.1
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	115	1 USG, 3 D-2, 5 D-1, 13 P-5, 28 P-4, 20 P-3, 12 P-2/1, 8 GS (PL), 24 GS (OL), 1 LL
Proposed for 2012-2013	122	1 USG, 1 ASG, 3 D-2, 5 D-1, 13 P-5, 28 P-4, 23 P-3, 15 P-2/1, 8 GS (PL), 24 GS (OL), 1 LL
New	1	1 ASG
Conversions	6	3 P-3 and 3 P-2 from general temporary assistance funding
Redeployments	5	1 P-4 from Nairobi to New York, 1 P-2 from Vienna to Nairobi, 1 P-3 and 2 P-2 from Vienna to New York, within Investigations Division
Extrabudgetary		
Proposed for 2012-2013	103[a]	1 D-1, 12 P-5, 39 P-4, 24 P-3, 16 FS, 1 GS (PL), 6 GS (OL), 4 LL

[a] The number of posts includes 103 other assessed posts, amending the information included in table 31.5 of A/66/6 (Sect. 31) to reflect the decision in General Assembly resolution 65/290 on the support account for peacekeeping operations and 46 extrabudgetary posts.

Comments and recommendations on posts

IX.5 The Advisory Committee was informed by the Office of Internal Oversight Services that the overall vacancy rate for the Office had decreased from 17 per cent on 30 August 2010 to 11 per cent on 30 April 2011 and was expected to further decrease to 7.4 per cent after August 2011. The Committee recalls that the posts of the Director of the Inspection and Evaluation Division (D-2) and of the Director of the Investigations Division (D-2) have been vacant since 1 January 2008 and 1 August 2006, respectively. Upon enquiry, the Committee was informed that the recruitment process had now been completed and that the individuals selected were expected to assume their functions in August 2011; the functions of those posts were performed throughout this period by the acting heads of each Division. **Noting the Office's history of high vacancy rates, the Committee welcomes the reduction and urges increased efforts to fill all outstanding vacancies.**

Executive direction and management

IX.6 The establishment of an Assistant Secretary-General post is requested to support the Office of the Under-Secretary-General in carrying out its responsibilities (A/66/6 (Sect. 31), para. 31.18). Upon enquiry, the Advisory Committee was informed that the functions of the post include the following: overseeing operational activities; directing and managing the work of the Executive Office; ensuring coordination of the work of the Divisions and leading interdivisional activities or assignments; developing and overseeing implementation of the Office of Internal Oversight Services outreach programme; advising the Under-Secretary-General on policy matters concerning the operations of the Office; ensuring implementation of all resolutions and decisions of governing bodies, including those of the Independent Audit Advisory Committee; representing the Office on organization issues, as designated; and managing the Office in the absence of the Under-Secretary-General. The Committee was also informed that the establishment of the Assistant Secretary-General post would enhance the ability of the Under-Secretary-General to focus on strategic issues of the Office and to interact with various stakeholders, expanding the Office's engagement and involvement capacity; enhance coordination and cooperation among the three Divisions; enhance accountability for the Office's results, impact and use of resources; and ensure continuity of leadership during absences or transition periods between Under-Secretary-General appointments. **The Committee recognizes the need to better support the Under-Secretary-General in carrying out his or her responsibilities in ensuring effective coordination among the subprogrammes, directing and managing the work of the Executive Office and providing assistance in implementing the Office of Internal Oversight Services mandate. The Committee is not convinced, however, that the functions proposed warranted a post at the Assistant Secretary-General level. It therefore recommends approval of a D-2 level post instead to provide the required support. The appropriate level of the post could be further reviewed in the context of the proposed programme budget for 2014-2015 on the basis of experience gained.**

Subprogramme 2. Inspection and evaluation

IX.7 Six general temporary assistance positions (3 P-3 and 3 P-2) are proposed for conversion to established posts in support of the strengthened focus on inspection and evaluation and enhancing delivery of the programme of work (A/66/6 (Sect. 31), para. 31.28). The Advisory Committee recalls that nine general temporary assistance positions (1 D-2, 3 P-3, 4 P-2, 1 GS (OL)) were proposed for conversion to established posts in the context of the proposed programme budget for the biennium 2010-2011. The Committee recommended acceptance of the conversion of three positions (1 D-2, 1 P-2, 1 GS (OL)), pending assessment by the Inspection and Evaluation Division of the feasibility of adopting a risk assessment approach at the subprogramme level, as recommended by the Independent Audit Advisory Committee, as opposed to the current one at the programme level (A/64/7, paras. IX.8-IX.10). In its resolution 64/243, the General Assembly endorsed the Committee's recommendation.

IX.8 The Advisory Committee notes that the Inspection and Evaluation Division has concluded that it is not feasible to apply its risk assessment methodology at the subprogramme level, given the lack of data for the 12 proxy risk indicators at that level (A/66/6 (Sect. 31), para. 31.29). The Independent Audit Advisory Committee has concurred with that argument, while continuing to reiterate that risk assessment at the programme level is important in order to enable the effective allocation of resources (A/66/85, para. 16). The Secretary-General indicates that the resubmission for conversion of the six general temporary assistance positions is consistent with General Assembly resolution 62/236 and also justified by the continuing nature of the functions carried out. **In view of the above, the Committee has no objection to**

the acceptance of the conversion of six positions to posts (3 P-3, 3 P-2) in the Inspection and Evaluation Division.

Subprogramme 3, Investigations

IX.9 The staffing resources of $9,939,600 proposed under subprogramme 3 for 2012-2013 provide for the continuation of 35 posts (27 Professional, 7 General Service and 1 Local level). The increase of $59,900 over the resources approved for 2010-2011 relates to adjustments under salaries and common staff costs associated with the redeployment of five posts between duty stations, within the subprogramme, as follows:

(a) One Investigator (P-4) post from Nairobi to New York to cover demands related to the integration of the Procurement Task Force responsibilities and provide further support in procurement matters for all offices, given lesser demand for procurement investigations under the regular budget in Nairobi;

(b) One Associate Investigator (P-2) post from Vienna to Nairobi to cover the reduced demand for procurement investigations, in lieu of the P-4 post indicated in paragraph IX.9 (a) above, and taking into account the fact that capacity exceeds demand in Vienna;

(c) Two Associate Investigator (P-2) posts from Vienna to New York, to the Professional Practices Section, to provide investigative support in relation to the new system of administration of justice;

(d) One Investigator (P-3) post from Vienna to New York to strengthen the work of the Forensics Unit, which is based at Headquarters.

IX.10 The Advisory Committee recalls that a similar request was included in the proposed programme budget for the biennium 2010-2011. The Committee had recommended approval of the redeployment of the five posts, which are now being resubmitted, out of a total of seven requested at the time (see A/64/7, paras. IX.11 and IX.21). The Committee further notes that, as indicated in the budget fascicle, the Secretary-General's proposal for redeployment does not intend to pre-empt any requirements that may arise as a result of the outcome of the pilot project decided in General Assembly resolution 63/287, but is based on the more effective utilization of resources that would meet identified investigative requirements under the regular budget. The Committee referred to the Secretary-General's preliminary report on the status of implementation of the pilot project and the report of the Board of Auditors on the audit of the implementation of the project, submitted to the General Assembly at the resumed part of its sixty-fifth session (see A/65/782, paras. 29-31, and A/65/827, paras. 212-214).

IX.11 The Advisory Committee recalls that it has expressed the view that investigations, unlike audits, are by nature reactive, carried out as the need arises, and that their related resources are therefore inherently subject to change in the light of requirements (A/64/7, para. IX.22) The Committee therefore notes that, as indicated in the proposed budget, in terms of investigations workload, the number of new cases taken in for 2010 under the regular budget included 19 matters for New York, 13 matters for Vienna and 8 matters in Nairobi (A/66/7 (Sect. 31), para. 31.39).

IX.12 **Taking into account the views it has previously expressed, the Advisory Committee recommends acceptance of the proposed redeployment of three**

posts (1 P-3, 2 P-2) from Vienna to New York, one post (P-2) from Vienna to Nairobi and one post (P-4) from Nairobi to New York in response to the identified investigative regular budget requirements and caseload.

Recommendations on non-post resources

IX.13 The non-post resources of $4,794,000 proposed for 2012-2013 reflect a decrease of $1,490,100 compared to the resources appropriated for 2010-2011. The decrease is due mostly to reductions for other staff costs ($806,200) under subprogramme 2, Inspection and evaluation, in view of the proposed conversion of six general temporary assistance positions to posts in 2010-2011 (see para. IX.7 above).

IX.14 The resources of $1,857,800 proposed for travel of staff represent a decrease of $342,800 compared to the amount of $2,200,600 appropriated for 2010-2011. The decrease is reflected mostly under subprogramme 2, Inspection and evaluation ($235,200), as a result of fewer anticipated trips to offices away from Headquarters, given the lower number of inspections of programme-level monitoring and evaluation, as well as reduced requirements for daily subsistence allowance, in view of the reduced number of days on location. The decrease under subprogramme 3, Investigations ($102,700), reflects previous expenditure patterns, as well as efforts made to use alternative means, such as video and teleconferencing.

IX.15 The resources of $866,100 proposed for consultants represent a decrease of $156,100 compared to the amount of $1,022,200 appropriated for 2010-2011. The reduction is reflected mainly under subprogramme 1, Internal audit ($103,300), owing to the decrease in the requirements for subject-matter experts from the level required for implementation of the 2010-2011 workplan, as well as under subprogramme 2, Inspection and evaluation ($32,000), owing to a decrease in the requirements for consultants' travel as a result of trips of shorter duration being planned.

IX.16 The overall decrease of $76,100 for general operating expenses, compared to the resources of $441,500 approved for 2010-2011, is related mostly to the reduction in the standard rates for telephone and facsimile services at Headquarters, centralized under programme support ($420 per staff member per year applied for 2012-2013, compared to $1,400 per staff member per year applied in the 2010-2011 budget period).

IX.17 The net decrease of $60,100 under contractual services, compared to the resources of $1,149,700 approved for 2010-2011, reflects the discontinuation of requirements for software acquired in the 2010-2011 budget period under executive direction and management (a reduction of $50,900), as well as reduced requirements under subprogramme 3, Investigations, in view of the decrease in the costs associated with a case management system that was to be acquired in 2010-2011 ($174,000). In connection with the latter, the Advisory Committee was informed that, in the testing stages of the software, it became clear that technical shortfalls would make the system an inadequate solution, particularly for peacekeeping missions. Accordingly, the funds allocated for 2010-2011 will not be utilized and the unspent balance will be reported in the context of the second performance report. An alternative, less costly system ($130,100) that meets all accessibility, security and case management requirements has been identified for acquisition and included in the proposed budget for the biennium 2012-2013.

IX.18 **The Advisory Committee recommends acceptance of the proposed non-post resources.**

General comments and recommendations

IX.19 The Advisory Committee notes that, as stated in the report of the Independent Audit Advisory Committee (A/66/85), in preparing the audit workplan and prioritizing the audit assignments for 2012-2013, the Internal Audit Division identified top organizational risks, their possible causes and related key internal controls on the basis of inherent risk. The Independent Audit Advisory Committee has expressed its concern on the use of risk models based on inherent risks, which are not considered appropriate for proposing the total level of resource requirements. However, it has also noted the efforts made by the Office of Internal Oversight Services aimed at eventually guiding the Office in the articulation of residual risk (see A/66/85, para. 11, and A/65/827, para. 204). The Independent Audit Advisory Committee acknowledges that the audit of key controls proposed should lead to the establishment of the residual risks faced by the Organization and therefore supports the Office of Internal Oversight Services proposals contained in the proposed budget for 2012-2013. **The Advisory Committee encourages the Office of Internal Oversight Services to continue its efforts in refining its risk assessment methodology. The Committee also concurs with the Independent Audit Advisory Committee's recommendation that all Office of Internal Oversight Services divisions, including the Internal Audit Division, show the value of the services delivered to the Organization by reporting on the achievement of results.**

IX.20 With regard to subprogramme 2, Inspection and evaluation, the Advisory Committee notes that, pursuant to General Assembly resolution 65/244, the programme evaluation cycle is to be reduced from the current time frame of 11 to 13 years to a periodic cycle of 8 years. The Inspection and Evaluation Division proposes to take a phased approach, reducing it first to 10 years, before proceeding to reduce it to 8 years. It therefore plans to evaluate five programmes in the biennium 2012-2013: the Office for the Coordination of Humanitarian Affairs, UNHCR, UNODC, UNEP and ECA. Noting that most of those programmes are funded from extrabudgetary resources, it is indicated that the Division intends to seek funding from the respective programmes, taking into account the request by the General Assembly and the views of the Advisory Committee regarding the need to avoid having regular budget activities subsidize extrabudgetary activities and vice versa (see A/66/6 (Sect. 31), para. 31.33, and A/66/85, para. 18). The Committee was informed by the Under-Secretary-General for Internal Oversight Services that the current funding arrangements were overly complicated and required streamlining, and that the Office was considering this matter and intended to present proposals to the General Assembly. **In this connection, the Committee recalls the observations and recommendations made in its report on the funding arrangements for the Office of Internal Oversight Services (A/61/880), as well as General Assembly resolution 61/275 (part III), in which the Assembly requested a reformulation of the funding arrangements submitted in the Secretary-General's report (A/61/810), bearing in mind the recommendations in paragraphs 31 to 40 of the Advisory Committee's report (A/61/880).**

Part X
Jointly financed administrative activities and special expenses

Section 32
Jointly financed administrative activities

Proposal submitted by the Secretary-General (full budget)	$37,723,800[a]
Revised appropriation for 2010-2011	$37,125,400
United Nations share for 2012-2013	$10,993,800[a]
United Nations share for 2010-2011	$11,993,400

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

X.1 Resources are requested under section 32 for three bodies of the United Nations that are financed on an inter-agency basis:

(a) The International Civil Service Commission (ICSC) and its secretariat;

(b) The Joint Inspection Unit (JIU) and its secretariat;

(c) The secretariat of the United Nations System Chief Executives Board for Coordination (CEB), including the International Public Sector Accounting Standards (IPSAS) project.

X.2 The full budgets of ICSC and JIU are presented to the General Assembly for consideration and approval in accordance with established arrangements. The full budget of CEB, including the IPSAS project, is presented for information purposes, while the United Nations share of it is presented for approval.

X.3 The comments of the CEB member organizations on the original budget submissions of ICSC and JIU are provided in the annex to the budget document (A/66/6 (Sect. 32), annex). In the supplementary information provided to the Advisory Committee, the Secretary-General indicates that the original ICSC proposal reflecting a 0.59 per cent increase was supported by five out of the eight member organizations that provided comments; the other three insisted on a zero-growth budget. The comments of the member organizations indicated a general opposition to any increases in the budget, citing the financial constraints that they were facing. The Committee notes from the supplementary information that the original budget proposal presented by JIU reflected a 10.2 per cent increase. The consensus among the 11 member organizations that provided comments was that the proposed increase could not be supported in the current economic environment. Most of the member organizations were themselves facing zero nominal growth for their 2012-2013 budgets, while some were projecting real decreases in their income.

X.4 Upon enquiry, the Advisory Committee was provided with information showing the comments of the 10 CEB member organizations that responded to the request for comments on the CEB secretariat budget proposal. The consensus among the member organizations supported the zero nominal growth budget for the CEB secretariat.

X.5 The Advisory Committee was provided with further information showing the conclusions of the Finance and Budget Network of the CEB High-level Committee on Management, according to which the Committee "Endorsed the 2012-2013 budgets of all jointly financed activities (Department of Safety and Security jointly financed activities, CEB secretariat, JIU and ICSC) at zero growth level", and stated that "utmost efforts will be made to absorb any recosting adjustments through efficiencies" (CEB/2011/3, para. 95 (e)). In a separate decision, the Committee approved the extension of the IPSAS project team until the end of 2013, with corresponding resource requirements of $1,896,000 for 2012-2013, and with the strategic orientations and activities as approved by the Finance and Budget Network (ibid., para. 95 (b)).

X.6 With regard to section 32, Jointly financed administrative activities, the full budget resources requested for the biennium 2012-2013 (inclusive of the requested regular budget resources) amount to $37,723,800 before recosting, representing an increase of $598,400, or 1.6 per cent, compared with the biennium 2010-2011 (A/66/6 (Sect. 32), table 32.6). The regular budget resources requested by the Secretary-General for section 32 amount to $10,993,800 before recosting, representing a decrease of $999,600, or 8.3 per cent, compared with the revised appropriation for the biennium 2010-2011 (ibid., table 32.5).

X.7 The Advisory Committee notes that the net decrease in the United Nations regular budget share under this section is due simply to the combined effects of the decrease of the United Nations percentage share in the requirements of the secretariat of ICSC and CEB, offset by an increase of the United Nations percentage share in the requirements of JIU and the IPSAS project. Upon enquiry, the Advisory Committee was informed that the rationale for the cost-sharing for each organization depended on the proportion of the work each entity undertook on behalf of the Organization. In the case of ICSC, whose work is related to conditions of service for staff, personnel statistics are the determining measure, while in the case of the CEB secretariat, whose work encompasses a portfolio of system-wide matters, the percentage of cost-sharing is based 50 per cent on personnel and 50 per cent on the scale of activity, measured by audited expenditure levels (see also para. X.14 below).

International Civil Service Commission

Proposal submitted by the Secretary-General (full budget)	$17,616,900[a]
Revised appropriation for 2010-2011	$17,714,000
United Nations share for 2012-2013	$5,884,000[a]
United Nations share for 2010-2011	$6,910,900

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

X.8 The full budget resources requested for the International Civil Service Commission (ICSC) (inclusive of requested regular budget resources) amount to

$17,616,900 before recosting, representing a decrease of $97,100, or 0.5 per cent, compared with the biennium 2010-2011 (A/66/6 (Sect. 32), table 32.6).

X.9 The Advisory Committee notes that the regular budget resources requested by the Secretary-General for ICSC under section 32 amount to $5,884,000 before recosting, representing a decrease of $1,026,900, or 14.9 per cent, compared to the biennium 2010-2011 (ibid., table 32.5). The proposed resource level reflects the combined effect of a decrease in the United Nations share of the full budget of ICSC from the 39 per cent calculated for 2010-2011 to the 33.4 per cent used for the biennium 2012-2013, as well as the decrease of the full budget of ICSC (ibid., para. 32.17). Table X.1 summarizes the jointly financed posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding such posts for 2012-2013. Details of the jointly financed posts are included in annex I.

Table X.1
Staffing resources

	Posts	*Level*
Full budget		
Approved for 2010-2011	47	1 D-2, 3 D-1, 4 P-5, 9 P-4, 3 P-3, 4 P-2/1, 3 GS (PL), 20 GS (OL)
Proposed for 2012-2013	47	1 D-2, 3 D-1, 4 P-5, 9 P-4, 3 P-3, 4 P-2/1, 3 GS (PL), 20 GS (OL)

Comments and recommendations on posts and non-post resources

X.10 The Advisory Committee notes from the supplementary information that the proposed budget includes a provision of $922,700 for consultants whose activities relate mostly to the collection of data on prices, salaries and housing costs at various duty stations. Upon enquiry, the Committee was informed that wherever possible, the data-collection activities are undertaken by the staff of the secretariat, sometimes with the assistance of staff of the various organizations of the common system. The Committee was further informed that consultants are often required to provide the expertise for ICSC research and studies, which is often not available within the common system. With regard to the issue of using consultants rather than available United Nations system staff for the collection of data at field duty stations, the Committee was informed that the use of consultants avoids conflicts of interest. The Committee was further informed, in this connection, that the current methodology, approved by ICSC, stipulates that price data collected by its secretariat staff should be used only for comparisons with information on prices collected by independent pricing agents at other duty stations. **The Committee is of the view that the methodology used by ICSC to collect its data is costly. The Committee suggests that the Commission consider alternative and more cost-effective means of data collection, while preserving the integrity of the process.**

X.11 **The Advisory Committee has no objection to the Secretary-General's proposed budget for ICSC for the biennium 2012-2013.**

Joint Inspection Unit

Proposal submitted by the Secretary-General (full budget)	$12,744,300[a]
Revised appropriation for 2010-2011	$12,694,300
United Nations share for 2012-2013	$3,007,700[a]
United Nations share for 2010-2011	$2,982,800

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

X.12 The full budget resources proposed by the Secretary-General for the Joint Inspection Unit (JIU) (inclusive of requested regular budget resources) amount to $12,744,300 before recosting, representing an increase of $50,000, or 0.4 per cent, compared with the biennium 2010-2011 (ibid., table 32.6).

X.13 The Advisory Committee notes that the United Nations share of costs requested under the regular budget for the Unit under section 32 amounts to $3,007,700 before recosting, representing an increase of $24,900, or 0.8 per cent, compared to the biennium 2010-2011 (ibid., table 32.5). Table X.2 summarizes the jointly financed posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding such posts for 2012-2013. Details of jointly financed posts are included in annex I.

Table X.2
Staffing resources

	Posts	*Level*
Full budget		
Approved for 2010-2011	20	1 D-2, 2 P-5, 7 P-4/3, 1 P-2/1, 1 GS (PL), 8 GS (OL)
Proposed for 2012-2013	20	1 D-2, 2 P-5, 7 P-4/3, 1 P-2/1, 1 GS (PL), 8 GS (OL)

Comments and recommendations on posts and non-post resources

X.14 Upon enquiry, the Advisory Committee was informed that the methodology used to determine the relative percentage cost share of the JIU budget since the biennium 1996-1997 is derived from the expenditure reported in the audited accounts of the participating organizations. The assumption is made that the greater the scale of activities of an organization, the greater the extent of oversight applied. The scale of activity is measured by audited expenditure figures. The above methodology explains the increase in the United Nations percentage share of the JIU budget from the 23.5 per cent used for the biennium 2010-2011 to the 23.6 per cent used for the biennium 2012-2013.

General comments and recommendations

Implementation of Joint Inspection Unit recommendations

X.15 The Advisory Committee notes that the acceptance and implementation rate of JIU recommendations was 50 per cent in the biennium 2008-2009 and was expected to increase to just 53 per cent in the biennium 2010-2011. Upon enquiry, the Committee was informed that, while the implementation rate of 50 per cent was not optimal, in general, implementation rates for evaluations and more strategic types of reports are much lower than the rates for audit reports. It was further explained that the JIU recommendations address strategic issues that require processes to take place over several years, at the level of governing bodies for all participating organizations, unlike audit recommendations that are compliance-focused and relate to individual organizations. **Nonetheless, the Committee recommends that JIU should continue to formulate action-oriented recommendations and advice, and report on the rate of their implementation in the context of the next budget.**

Consultants

X.16 The Advisory Committee notes that requirements for consultants in the proposed JIU budget amount to $170,300, representing an increase of $50,000 compared with the biennium 2010-2011. The requirements comprise $147,900 for technical expertise required for the implementation of the web-based follow-up system and $22,400 for specialized advice and technical services to the inspectors. **While not objecting to the proposed activities, the Committee recommends that JIU be urged to make greater use of its secretariat and available expertise within the United Nations common system to provide such specialized advice and technical services to the inspectors. The Committee therefore recommends that the requirements for consultants for the biennium 2012-2013 be maintained at the same level as in the biennium 2010-2011 (see also paras. X.17-X.20 below).**

Web-based follow-up system

X.17 Upon enquiry, the Advisory Committee was informed that a web-based system is being developed to track information related to the recommendations of JIU. The system will track the status of acceptance, implementation and impact achieved of reports, notes and letters or recommendations addressed by JIU to the participating organizations; manage the consideration of JIU reports by legislative bodies; and provide statistical information in terms of categories of acceptance, implementation and impact achieved of JIU recommendations contained in reports, notes and letters, which are eventually presented in the JIU annual report.

X.18 The Advisory Committee was informed that in its resolution 65/270, the General Assembly had authorized the Secretary-General to enter into commitments in the amount of $71,300, reflecting the United Nations share of the total development costs of the web-based system in the amount of $302,000, and invited other participating organizations to contribute. The Committee was further informed that seven organizations, namely, UNDP, UNICEF, the International Labour Organization, the Food and Agriculture Organization of the United Nations, the United Nations Educational, Scientific and Cultural Organization, WTO and the International Atomic Energy Agency, have declined to contribute; four organizations, namely, UNFPA, UNOPS, the International Civil Aviation Organization and the World Meteorological Organization, have made commitments in the amounts of $7,852, $11,174, $3,322 and $1,208, respectively, totalling $23,556; four organizations, namely, WFP, ITU, the World Intellectual Property Organization and the United Nations Industrial Development Organization, are expected to provide written confirmations totalling $40,770; and three organizations, namely, the World Health Organization, the Universal Postal Union and the International Maritime Organization, are expected to respond with potential contributions amounting to $34,428. The Committee was also informed that the funds available for the development of the system in 2011 amount to $185,626, which includes the $71,300 authorized by the General Assembly, the above discretionary contributions and an additional $50,000 from savings identified in the 2010-2011 budget. The Committee was further informed that the above funds, plus requirements of $147,900 proposed in the 2012-2013 budget, were expected to fully cover the development and implementation of the system in 2012.

X.19 Upon enquiry, the Advisory Committee was further informed that the estimated cost of maintaining and operating the system is $466,800 per biennium and is not included in the proposed 2012-2013 budget. That amount covers the services of two Professional-level staff members, each working on a half-time basis, to ensure quality control, as well as the cost of training focal points and a recurrent maintenance cost. The Committee notes that a number of participating organizations, including UNDP and UNICEF, declined to contribute to the project due to the prevailing resource constraints as a result of which member organizations are being limited to zero-growth budgets by their governing bodies. The Committee further notes that UNFPA questioned the significant requirements under consultants, travel and training, the latter on the basis that modern web-based systems are generally designed to be intuitive and self-guided for users.

X.20 **The Advisory Committee is concerned about the ability and willingness of the member organizations to finance the recurrent cost of maintaining the web-based follow-up system. The Committee notes the opinions expressed by the member organizations. Taking into consideration its own comments in paragraph X.16 above, the Committee is of the view that any additional requirements for the implementation of the web-based follow-up system should be met from a more rational utilization of resources under staff travel and consultants, as well as contributions from member organizations. Subject to the above comments, the Advisory Committee has no objection to the Secretary-General's proposed budget for JIU for the biennium 2012-2013.**

United Nations System Chief Executives Board for Coordination, including the International Public Sector Accounting Standards project

Proposal submitted by the Secretary-General (full budget)	$7,362,600[a]
Revised appropriation for 2010-2011	$6,717,100
United Nations share for 2012-2013	$2,102,100
United Nations share for 2010-2011	$2,099,700

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

X.21 The full budget resources requested for CEB (inclusive of requested regular budget resources) amount to $7,362,600 before recosting, which reflects an increase of $645,500, or 9.6 per cent, compared with the biennium 2010-2011 (A/66/6 (Sect. 32), table 32.6). The increase of $645,500 comprises $81,000 for the CEB secretariat and $564,500 for the IPSAS project.

X.22 The Advisory Committee notes that the regular budget resources requested by the Secretary-General for CEB under section 32 amount to $2,102,100 before recosting, representing an increase of $2,400, or 0.1 per cent, compared with the biennium 2010-2011 (ibid., table 32.5). Table X.3 summarizes the jointly financed posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding such posts for 2012-2013. Details of jointly financed posts are included in annex I.

Table X.3
Staffing resources

	Posts	*Level*
Full budget		
Approved for 2010-2011	14	1 D-2, 2 D-1, 2 P-5, 4 P-4/3, 5 GS (OL)
Proposed for 2012-2013	14	1 D-2, 2 D-1, 2 P-5, 4 P-4/3, 5 GS (OL)

Comments and recommendations on posts

X.23 Upon enquiry, the Advisory Committee was informed that the process to fill two vacant posts, one D-2 and one P-4, was ongoing. The Committee was further informed that the D-2 post of Executive Director had fallen vacant in November 2010, when the incumbent left on special leave without pay. Measures are now being taken to advertise the vacancy after the withholding of action to fill the post, pending the election of the incumbent as executive head of another international organization. With regard to the P-4 post, the Advisory Committee was informed that the post had been advertised from 30 December 2010 to 28 February 2011 and that candidates were currently under consideration.

X.24 Upon enquiry, the Advisory Committee was informed that CEB was established following the 2000 review of its predecessor body, the Administrative Committee on Coordination (ACC), which had been composed of four committees, each with a secretariat headed by an officer at the D-1 level. The review aimed to transform ACC into CEB and rationalize its subsidiary bodies into a two-pillar structure — the High-level Committee on Programmes and the High-level Committee on Management — supported by a single, jointly financed secretariat to ensure coherence of support and action. The Committee was informed that the rationale behind the two locations of the CEB secretariat was that it mirrored the ongoing practice, with support being provided to the subsidiary management bodies in Geneva as well as support to the senior management coordination mechanism and the High-level Committee on Programmes as its preparatory programmatic body in New York. The head of the secretariat and the Secretary of CEB have direct reporting lines to the Secretary-General, Chair of CEB. The Committee was further informed that a review of the role and functioning of the CEB secretariat carried out in 2007 did not change this dual-location structure but, rather, confirmed its appropriateness. **Nevertheless, the Committee questions the CEB secretariat structure and believes that there is significant scope for greater managerial and financial effectiveness. The Committee urges the Secretary-General to develop a proposal for a less costly and more functionally effective amalgamation of the**

CEB secretariat and report back in the context of the proposed programme budget for the biennium 2014-2015. Subject to its comments above, the Committee recommends acceptance of the Secretary-General's proposals.

Comments and recommendations on non-post resources

X.25 The Advisory Committee notes from the supplementary information that the proposed requirements for the CEB secretariat under consultants, staff travel and contractual services amount to $42,300, $268,500 and $312,300, respectively. Under consultants, the activities proposed by the Secretary-General include the analysis of emerging issues of concern to intergovernmental bodies. Upon enquiry, the Advisory Committee was informed that the required expertise covered a range of areas, demonstrating that it was difficult to anticipate specific consultancy services. With regard to staff travel, it was explained that the activities proposed included training and learning programmes where inter-agency representation was required. Finally, under contractual services, the Committee was informed that the activities proposed included training for the CEB secretariat staff in such areas as negotiation and mediation. The Committee is not convinced of the necessity of the above activities for the fulfilment of the CEB mandate, which, the Committee notes, is to coordinate the policies and programmes of the member organizations. **The Committee therefore recommends 10 per cent reductions in the proposed budgets for consultants, travel of staff and contractual services, in the amounts of $4,200, $26,800 and $31,200, respectively.**

International Public Sector Accounting Standards project

X.26 According to the Secretary-General, the CEB High-level Committee on Management, at its March 2011 meeting, approved the extension of the IPSAS project team until the end of 2013 and approved its 2012-2013 budget. The Committee also decided that the continuation of the project until 2015 would be subject to a review to be undertaken before the end of 2013.

X.27 The Advisory Committee notes that the increase of $564,500 (or 42.4 per cent) for the IPSAS project budget reflects an increase in the engagement of a General Service staff member from a half-time to a full-time basis, as well as increases in the standard costs of three Professional-level positions (1 P-5, 2 P-4), amounting to $254,000; and increased funds of $316,500 under consultancy services in specific areas where expertise is not available from within the common system (A/66/6 (Sect. 32), para. 32.43).

X.28 Upon enquiry, the Advisory Committee was informed that the Professional-level positions were tasked with four strategic activities, namely, facilitation and communication; IPSAS board monitoring and follow-up activities; coordination of accounting diversity; and guidance and support. The role of the consultants is to support or complement the project team where expertise in specific areas is not available internally and in the areas of managing accounting diversity. The Committee was further informed that the adoption of IPSAS is expected to substantially enhance the level of harmonization and comparability of financial information among United Nations common system organizations. Given that IPSAS standards are principle-based, the latitude for interpretation of standards gives rise to some diversity in reporting across organizations. In that regard, the external review of the IPSAS team's role, conducted in 2010, recommended the use of consultants and experts by the project:

(a) To achieve a higher degree of consensus on major issues at a critical period in the project life;

(b) To obtain expertise in specific areas not available internally within the United Nations system, such as emerging issues; new and changed IPSAS standards; accounting policy diversity study issues; donor reporting; United Nations Joint Staff Pension Fund accounting treatment; financial instruments with specific guidance; and the system-wide review process for 2012.

X.29 **The Advisory Committee encourages the Secretary-General to reduce the dependence on external consultants by developing in-house staff capacity for the post-implementation support of IPSAS.**

X.30 The Advisory Committee was further informed that, of the 23 organizations, 9 had implemented IPSAS by the end of 2010 and 11 more were working towards implementation by, or during, 2012. It was explained that six organizations of those that have implemented IPSAS had produced fully compliant financial statements with clean audit opinions by the end of 2010. **The Committee notes the progress made towards full implementation of IPSAS within the United Nations common system. The Committee recommends that, as more organizations transition to IPSAS, the role of the IPSAS project team within the CEB secretariat be kept under review.**

Section 33
Special expenses

Proposal submitted by the Secretary-General (full budget)	$112,178,000[a]
Revised appropriation for 2010-2011	$114,134,100
Projected extrabudgetary resources	$23,437,500

[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

X.31 The regular budget resources requested by the Secretary-General for section 33 amount to $112,178,000 before recosting, representing a decrease of $1,956,100, or 1.7 per cent, compared with the biennium 2010-2011 (see A/66/6 (Sect. 33), table 33.1).

After-service health insurance

X.32 The resource requirements under after-service health insurance amount to $100,649,100 (before recosting), a decrease of $3,382,500 (3.3 per cent) compared with the appropriation for the biennium 2010-2011. The requirements in the amount of $23,437,500 under extrabudgetary resources are estimated with respect to retirees from peacekeeping operations and extrabudgetary activities of the Organization. According to the Secretary-General, the proposed resource level reflects the substantial increase in the enrolment of new staff members owing to the expansion of peacekeeping activities, which has permitted a containment of the premium rate increases that had been factored into the budget estimates for the biennium 2010-2011. The projected increases in enrolment are 6.5 per cent on average for Headquarters plans, 7 per cent on average for Geneva and 7 per cent on average for plans administered by the United Nations Office at Vienna.

X.33 In his report (A/66/6 (Sect. 33), para. 33.4), the Secretary-General explains that in its resolution 61/264, the General Assembly had approved changes to the after-service health insurance provisions for new staff members recruited on or after 1 July 2007. Under the terms of the resolution, staff members, following retirement, are eligible for cost-sharing of after-service coverage if they have participated in a United Nations system contributory health insurance plan for at least 10 years and are participating in a United Nations plan at the time of their retirement. Staff members recruited prior to 1 July 2007 who have participated in a United Nations contributory plan for at least 5 years are also eligible, provided that they pay the full premium for the period for which their participation falls short of the 10-year requirement for cost-shared participation.

X.34 In its resolution 64/241 the General Assembly requested the Secretary-General to report at its sixty-seventh session on, inter alia, further measures to reduce the Organization's costs related to health-care plans. According to the Secretary-General, one such measure is the introduction of a new requirement for United States-based plans during the biennium 2010-2011, applicable to all after-service health insurance participants younger than 75 years old who were enrolled as at 1 January 2011 and who are eligible for Medicare Part B. The measure is expected to help contain the premium costs of the insurance plans administered at Headquarters during the biennium 2012-2013. **The Advisory Committee trusts that all possible measures are being taken to reduce the Organization's costs related to health-care plans.**

General insurance

X.35 The level of resources requested for general insurance amounts to $6,772,200, an increase of $1,189,000 (21.3 per cent) compared with the appropriation for the biennium 2010-2011. According to the Secretary-General, the costs under this provision are based on the terms of the contracts recently signed with insurance providers at Headquarters. The increased requirements reflect an increase of $1,242,900 relating to the general insurance policy, partly offset by a reduction of $53,900 relating to the insurance for acts of terrorism (ibid., paras. 33.17-33.18).

X.36 Upon enquiry, the Advisory Committee was provided with information (see table X.4) showing the composition of the increased requirements for general insurance, resulting mainly from the increase in property insurance, which is related to the expected completion of the renovation of Headquarters buildings under the ongoing capital master plan. The Secretary-General explains that as the renovation works are completed, the insurance will be transferred from the builder's risk property insurance policy, which is specific to the capital master plan, to the property insurance policy.

Table X.4
General insurance
(Thousands of United States dollars)

	2010-2011 appropriation	*Resource growth*	*2012-2013 estimate (before recosting)*
Air travel[a]	282.0	38.6	320.6
Foreign general liability	22.2	(0.1)	22.1
General liability at Headquarters	55.4	14.9	70.3
Vehicles at Headquarters	161.1	39.3	200.4
Letter of credit fees to JP Morgan Chase	15.1	(0.1)	15.0
Outside consulting services	231.6	(231.6)	—
Outside actuarial services	20.1	(0.1)	20.0
Outside legal services	40.3	(0.2)	40.1
Master aviation	25.2	(5.1)	20.1
Property insurance[b]	2 819.4	1 389.3	4 208.7
Self-insurance fund	402.8	(2.0)	400.8
General insurance	**4 075.2**	**1 242.9**	**5 318.1**
Insurance for acts of terrorism	**1 508.0**	**(53.9)**	**1 454.1**
Total general insurance	**5 583.2**	**1 189.0**	**6 772.2**

[a] Air-travel policy includes Headquarters, Regional Commissions, United Nations Office at Geneva and United Nations Office at Vienna.

[b] Property insurance includes Headquarters, ECA, ESCWA and ECLAC.

Compensatory payments

X.37 The level of resources requested for compensatory payments amounts to $2,699,400, which reflects an increase of $176,400 (7.0 per cent) compared with the appropriation for the biennium 2010-2011. The increase is based on the current trends in expenditure under appendix D to the United Nations Staff Rules over the period from 2006 to 2009. The proposed budget does not include any changes related to the ongoing inter-agency review of appendix D to the Staff Rules, as these modifications will be presented to the General Assembly for consideration (ibid., paras. 33.11-33.16).

Bank charges

X.38 The level of resources requested for bank charges amounts to $822,200, the same amount as the appropriation for the biennium 2010-2011. The requirements relate to fees for bank account maintenance, electronic fund transfers and other fees for services provided by banks, based on current expenditure patterns.

Pension payments to former Secretaries-General

X.39 The level of resources requested for pension payments to former Secretaries-General amounts to $1,235,100, an increase of $61,000 (5.2 per cent) compared with the appropriation for the biennium 2010-2011. The requirements under this provision provide for the retirement allowances of three former Secretaries-General and the widow of one former Secretary-General at the half rate based on the maximum retirement benefit payable as from 1 January 2010.

X.40 **The Advisory Committee recommends approval of the Secretary-General's proposals.**

Part XI
Capital expenditures

Section 34
Construction, alteration, improvement and major maintenance

Proposal submitted by the Secretary-General	$63,916,100[a]
Revised appropriation for 2010-2011	$60,326,800
Projected extrabudgetary resources	—

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

XI.1 Section 34 contains requirements for capital expenditure projects for the modernization of existing buildings and technical installations of principal properties of the United Nations worldwide, categorized under three components: (a) alterations and improvements; (b) major maintenance; and (c) United Nations enterprise network. Staff and related costs for administration and management of the activities proposed in this section are included under the respective main sections of the proposed programme budget for the biennium 2012-2013 for New York, Vienna and Geneva and the regional commissions.

XI.2 Regular budget resources requested by the Secretary-General for section 34 amount to $63,916,100 before recosting, reflecting a net increase of $3,589,300, or 5.9 per cent, over the revised appropriation for the biennium 2010-2011 (see A/66/6 (Sect. 34), table 34.3). The increase reflects the combined effect of higher requirements for major maintenance projects ($15,338,800, or 72.2 per cent) and the United Nations enterprise network ($1,793,800, or 32.4 per cent), offset by a decrease for alteration and improvement projects ($13,543,300, or 40.4 per cent).

XI.3 The criteria used to determine whether a project falls under the category of alteration and improvement or major maintenance are set out in paragraphs 34.2 and 34.3 of the proposed budget. Table 34.3 of the budget document provides the distribution of resources by component and location. Table 34.4 shows the status of projects proposed for the biennium 2012-2013. The Secretary-General also distinguishes between new, recurrent and multi-year projects. Upon request, the Committee was provided with a definition of those categories and detailed list of projects proposed for 2012-2013 by component, location and category (see table XI.4).

XI.4 A summary of the total requirements for alteration, improvement and major maintenance projects by duty station is provided in table XI.1.

Table XI.1

Summary of total requirements by duty station

	2010-2011 appropriation	*Proposed for 2012-2013*	*Variance*	*Percentage*
Headquarters	11 937 100	18 872 400	6 935 300	58.1
Geneva	10 743 100	17 192 800	6 449 700	60.0
Vienna	3 726 900	4 147 800	420 900	11.3
Nairobi	11 344 300	6 302 100	(5 042 200)	(44.4)
ESCAP	2 418 400	3 703 200	1 284 800	53.1
ECLAC	2 108 100	2 670 700	1 307 800	96.0
ECA	7 946 900	3 246 000	4 700 900	(59.2)
ESCWA	4 564 700	450 000	(4 114 700)	(90.1)

Comments and observations

Headquarters

XI.5 The overall requirements proposed for alteration, improvement and major maintenance projects at Headquarters for the biennium 2012-2013 amount to $18,872,400, reflecting an increase of $6,935,300, or 58.1 percent, as compared to the appropriation for the current biennium. As indicated in paragraph 34.24 of the budget document, the proposed requirements take into account the schedule of the capital master plan for the reoccupation of the Secretariat and Conference buildings during 2012 and the restoration of a number of services that were reduced during the renovation period. The Advisory Committee was informed that swing spaces are expected to be vacated from the second part of 2012 to 2013, and that the Facilities Management Service will be required to operate those swing-space buildings until the relocation is complete. The North Lawn, Library and General Assembly buildings, as well as the basement areas of the Secretariat complex, will continue to operate at normal levels. The proposed provision for 2012-2013 also includes $4,981,600 for improvements to the information and communications technology infrastructure, including provisions for the acquisition of servers, additional data storage and network capacity, as well as $3,000,000 for the replacement of data switches in off-complex buildings, which were installed in 2002-2003 and are approaching the end of their useful life cycle.

United Nations Office at Geneva

XI.6 The Advisory Committee recalls that, in its resolution 64/243 (part XI, para. 133) the General Assembly approved funding of $1.1 million for 2010-2011 to conduct a conceptual engineering study in the context of the strategic heritage plan for the complete renovation and refurbishment of the United Nations Office at Geneva (see also A/64/7, para. XI.12). In paragraph 34.15 of the budget document (A/66/6 (Sect. 34)), the Secretary-General indicates that the conceptual engineering study was completed in early 2011 and that a report will be submitted to the General Assembly at its sixty-sixth session presenting the findings of the review and a proposal for the next steps in continuing the development of the strategic heritage plan. In its resolution 64/243 (part XI, para. 136), the General Assembly also stressed that the strategic heritage plan should not start before the Assembly had taken a decision on that matter and before the capital master plan had been completed. **The Committee agrees that major projects should be sequenced in a manner that allows the Organization and Member States to plan better for expenditures.**

XI.7 The proposed provision for 2012-2013 for the United Nations Office at Geneva amounts to $17,192,800, reflecting an increase of $6,449,700, or 60.0 per cent, as compared to the appropriation for the current biennium. As indicated in paragraph 34.28 of the budget document, the increase is due mainly to additional resources of $5.8 million required to address urgent health, safety and security-related repairs that cannot be postponed further. The Advisory Committee was informed that main projects envisaged included: (a) repairs, waterproofing and insulation for building E; (b) the replacement of the glass roof ceiling superstructure of the Assembly Hall in building A; and (c) the replacement of the twin passenger elevators in the Assembly building. **Notwithstanding the future renovation envisaged in the context of the strategic heritage plan, the Committee recognizes the need to proceed with these projects immediately in order to avoid further deterioration of buildings, which could lead to more costly repairs in the future, as well as to ensure the safety of staff, delegates and other personnel present in the Palais des Nations (see para. VIII.87 above).**

Standardized access control project

XI.8 An increase of $2.3 million is proposed for 2012-2013 as a one-time requirement for the implementation of the second and final phase of the standardized access control project (PACT II) at the United Nations Office at Geneva, the United Nations Office at Vienna and ESCAP. The Committee recalls that pursuant to General Assembly resolution 59/276, the Secretary-General submitted a report (A/60/695) in which he outlined the proposed scope, concept and revised course of action for standardized access control at all main locations of the Organization, to be implemented in two phases. In his report A/64/532, the Secretary-General set out a detailed strategy and cost estimates for PACT II for enhanced measures for protection, including intrusion protection, video surveillance and access control. During the biennium 2010-2011 PACT II is being implemented at the United Nations Office at Nairobi, ECA and ESCWA (see A/64/7/Add.15, paras. 15-20, and General Assembly resolution 64/243, para. 139).

United Nations enterprise network

XI.9 A provision of $7,331,100 is proposed under the third component, United Nations enterprise network, for its phased implementation during the biennium 2012-2013. The provision includes $4,133,100 to cover requirements for continuation of the implementation of the Internet protocol telephony (IPT) system at the United Nations Office at Geneva, the United Nations Office at Vienna, ESCAP, ECLAC and ECA, and $2,291,300 for a consolidated maintenance contract for all offices away from Headquarters and regional commissions, based on a unified vendor approach (see A/66/6 (Sect. 34), para. 34.56). The Advisory Committee was informed that this approach provides the following benefits: (a) significant worldwide discounts for all locations; (b) speedier diagnosis of problems, thereby minimizing unplanned downtime of the Organization's networks; and (c) interoperability, which reduces finger-pointing among multiple vendors when incidents occur and also allows implementation of common end-user procedures for telephones at all offices.

XI.10 Information on the background and phasing of the enterprise network project are provided in paragraphs 34.53 to 34.56 of the budget document. As indicated, the project incorporates an Organization-wide initiative to migrate from traditional telephone systems to Internet protocol telephony. Upon enquiry, the Advisory Committee was provided with details on the current status of implementation of Internet protocol telephony at each duty station, which are summarized in table XI.2. It was informed that, although the Internet protocol telephony project was initiated as part of the standardization of the enterprise network, specific funding for its implementation at offices away from Headquarters was provided for the biennium 2010-2011 and is being proposed for 2012-2013. The project is expected to be fully implemented in 2014-2015. The total costs for the Internet protocol telephony project from 2010 to 2015 are estimated at $17,624,100. Should the current proposal be approved, the remaining requirements for 2014-2015 would amount to $8,650,000. A breakdown of the costs by duty station is provided in table XI.3.

Table XI.2
Implementation status of Internet protocol telephony by duty station

Duty station	*Phases*	*Installation date*
United Nations Office at Geneva	Alcatel (at end of life)	1994
	Giuseppe Motta Building — IPT installed	2006
	Palais Wilson — IPT planned in current budget request	2012-2013
	Palais des Nations — IPT planned for future budget	2014-2015
United Nations Office at Vienna	Nortel (at end of life)	1994
	Cisco IPT (phase I completed)	2006
	Phase II request planned in current budget request	2012-2013
United Nations Office at Nairobi	Nortel (at end of life)	1996
	IPT phase I installation in progress	2010-2011
	IPT phase II planned	2014-2015
ECA	Ericsson (will be at end of life in next biennium)	2004
	IPT phase I planned in current budget request	2012-2013
ESCAP	Nortel (at end of life)	1996
	IPT phase I installation in progress	2010-2011
	IPT phase II planned in current budget request	2012-2013
ECLAC	Nortel (at end of life)	1995

Duty station	*Phases*	*Installation date*
	Cisco IPT (phase I and II completed)	2010
	IPT phase II planned in current budget request	2012-2013
ESCWA	Alcatel (at end of life)	2000
	Cisco IPT installed	2010

Table XI.3

Total requirements for Internet protocol telephony by duty station

(United States dollars)

Duty station	*Funded in 2010-2011*	*Requested in 2012-2013*	*Planned for 2014-2015*
United Nations Office at Geneva	—	1 525 200	6 994 000
United Nations Office at Vienna	—	112 000	—
United Nations Office at Nairobi	3 400 000	—	1 656 000
ECA	—	1 484 400	—
ESCAP	1 441 000	746 500	—
ECLAC	—	265 000	—
Total	**4 841 000**	**4 133 100**	**8 650 000**

Overseas property management

XI.11 Capital expenditure resources are requested centrally under section 34 to ensure a coherent and systematic approach to facilities management, major maintenance and construction. In its report A/65/518, the Advisory Committee emphasized the importance it attached to the central leadership role of the Office of Central Support Services in ensuring an Organization-wide perspective on the needs and priorities relating to construction, major maintenance and the overall management of United Nations facilities. The Committee further expressed its view that the role of the Office should be stronger, and that clearer lines of authority and responsibility should be established (see also A/64/7/Add.11). In response to General Assembly resolution 65/259, in which the Assembly endorsed the Committee's conclusions and recommendations, the Secretary-General established an Overseas Property Management Unit under the Facilities Management Service to further support and guide offices away from Headquarters in planning and managing major construction projects. The Secretary-General indicates that this measure has enhanced the provision of guidance, support and technical advice to offices away from Headquarters and regional commissions in the planning, management and monitoring of their major construction projects (see A/66/6 (Sect. 34), para. 34.7). **The Committee encourages the Secretary-General to continue to develop the leadership and coordination role of the Overseas Property Management Unit so that it can become an effective instrument for improving the midterm and longer-term projection of Organization-wide needs, as well as for more efficient planning and budgeting for United Nations properties and their overall management.**

XI.12 The Advisory Committee recalls that a strategic capital review of facilities at all offices away from Headquarters was launched in May 2009 to address concerns related to global facilities management, to establish an Organization-wide perspective on needs and priorities in relation to the development of new facilities and major maintenance of existing facilities, and to ensure adequate support for duty stations involved in such work (see A/65/351, paras. 6-8). The outcome of the review will form the basis of a 20-year strategic capital plan. The Committee notes that the Office of Central Support Services has started the process of conducting the review, which is to be carried out in three phases as described in paragraph 34.8 of the budget document (A/66/6 (Sect. 34)). The Secretary-General expects to complete the last phase in January 2013 and to submit a report to the General Assembly in late 2013 with the findings of the review and a proposal for a 20-year capital programme and prioritization strategy for the global premises of the United Nations Secretariat. **In this regard, the Committee emphasizes the importance of the role of the Overseas Property Management Unit. It also reiterates the need to draw upon lessons learned and expertise accumulated during the course of the planning and implementation of the capital master plan at Headquarters and the United Nations Office at Nairobi construction project. The Committee also stresses that the 20-year global strategic plan should facilitate better management of United Nations facilities, including through greater efficiency and cost-effectiveness.**

Recommendation

XI.13 **The Advisory Committee recommends acceptance of the Secretary-General's proposals under section 34.**

Table XI.4

Proposed projects by category

Definitions:

- *Multi-year projects* are non-recurrent construction, alteration or improvement projects that, owing to their scale and complexity, have to be implemented in a phased manner and span more than one biennium
- *Recurrent projects* are related to requirements that have to be provided in each biennium in order to ensure that buildings are maintained in good working order
- *New projects* are new construction, alteration or improvement projects that are non-recurrent in nature and are required for only one biennium

(Thousands of United States dollars)

Project	*Amount*	*Category*
1. Headquarters		
Alteration and improvement		
Canine unit area repair	220.0	New
Conversion of courtroom for Dispute Tribunal	419.5	New
Additional backup infrastructure to support the growth of virtual machines	637.6	Recurrent

Project	Amount	Category
Physical server infrastructure upgrade	959.0	Recurrent
Central data, storage and network capacity	385.0	Recurrent
Replacement of switches in off-complex buildings	3 000.0	Multi-year
Major maintenance		
Heating, ventilation, air conditioning and machine shop	4 943.3	Recurrent
Electrical maintenance	990.0	Recurrent
Plumbing maintenance	50.0	Recurrent
Replacement of carpets, upholstery and draperies	329.6	Recurrent
Carpentry	20.0	Recurrent
Painting	367.5	Recurrent
General maintenance	628.2	Recurrent
Environmental quality monitoring and asbestos abatement	200.0	Recurrent
Routine roof maintenance	250.0	Recurrent
Reconfiguration of office space	2 539.3	Recurrent
Maintenance of the Secretary-General's residence	116.6	Recurrent
Security and safety-related maintenance	2 816.8	Recurrent
2. United Nations Office at Geneva		
Alteration and improvement		
Installation of 3 toilet facilities for persons with disabilities	308.7	New
Conversion of courtroom for Dispute Tribunal	250.0	New
Extension of the metropolitan area network	100.0	Multi-year
Replacement of the backup architecture	700.0	New
PACT II	1 199.5	New
Major maintenance		
Repairing waterproofing and isolation for building E	3 453.0	New
Repairing of the glass roof of building A in Assembly Hall	1 600.0	New
Replacement of passenger elevators Nos. 13 and 15	645.0	Multi-year
Repair of the roof cornices and stone facades	1 055.0	New
Complete overhaul of air intakes and pits	1 014.0	New
Renovation of the slab at the underground garage in building E	415.0	New
Roof repairs and waterproofing in buildings C and K	566.3	New
Daily maintenance of masonry and concrete works	184.0	New
Maintenance of the main electrical substation boards	300.0	Multi-year
Third phase of the replacement of the main sewers in Cour du Secretariat	1 300.3	Multi-year
Identification and removal of hazardous materials	300.0	Recurrent
Replacement of the water and drain columns in the C and D buildings	1 060.0	Multi-year
Security and safety equipment maintenance	2 742.0	Recurrent

Project	*Amount*	*Category*
3. United Nations Office at Vienna		
Alteration and improvement		
Contributions to the inter-agency fund for improvement of facilities and general infrastructure	2 551.2	Recurrent
PACT II	295.8	New
Major maintenance		
Contributions to the Common Fund for Financing Major Repairs and Replacements	1 300.8	Recurrent
4. United Nations Office at Nairobi		
Alteration and improvement		
Last phase of a multi-year project to renovate interior offices to introduce an open plan	400.0	Multi-year
Second phase of the environmental management plan	200.0	Multi-year
Second phase of the multi-year project to reconfigure and expand the parking facilities	760.0	Multi-year
Conversion of courtroom for Dispute Tribunal	389.0	New
Renovation and fit-out of the delegates' lounge	570.0	New
Improving natural lighting in Conference Rooms 2, 3 and 4 by installing glass walls	150.0	New
Upgrades to interpretation booths in Conference Rooms 1 to 4	350.0	New
Major maintenance		
Electrical maintenance	1 000.0	Recurrent
General maintenance	550.0	Recurrent
Structural and architectural maintenance	600.0	Recurrent
Security and safety-related maintenance	1 333.1	Recurrent
5. ECA		
Alteration and improvement		
First phase of renovation of the Africa Hall	437.0	New
Improvement of energy management system	485.0	New
Urgent repairs to access roads	388.0	Multi-year
Upgrade of the water piping system and the flooring replacement in the United Nations Conference Centre	286.0	New
Various security projects at Addis Ababa	333.0	Recurrent
Various security projects at all five subregional offices	250.0	Recurrent
Major maintenance		
Replacement of elevators	509.0	Multi-year
Major maintenance works at all subregional offices	260.0	Recurrent
Security and safety-related maintenance	298.0	Recurrent
6. ESCAP		
Alteration and improvement		
Modification to the heating, ventilation and air-conditioning (HVAC) system to increase efficiency	291.0	New

Project	*Amount*	*Category*
Replacement of one chiller to reduce peak loads	291.0	New
Installation of stand-alone HVAC units and a fire suppression system to support the new IPT system	189.1	New
Conference ventilation upgrade and kitchen hygiene improvement	215.3	New
Second phase of the replacement of the simultaneous interpretation system in the United Nations Conference Centre	291.0	Multi-year
Strengthening network security infrastructure	222.6	New
Electronic storage upgrades	224.3	New
Fire-safety systems upgrading in the United Nations Conference Centre	145.5	New
Installation of fire sprinklers in the Secretariat and service buildings	219.0	New
PACT II	848.1	New
Major maintenance		
Electrical earthing	97.0	Recurrent
Roof repair of the lift motor room in the service building	97.0	New
Waterproofing membranes in the Conference Centre building	164.9	Recurrent
Replacement of the existing wall covering in the ESCAP Hall	126.1	Recurrent
Standby generator replacement	281.3	New
7. ECLAC		
Alteration and improvement		
Replacement of the main building's roofing system	110.0	Deferred
Implementation of the "Sustainable UN" project	130.0	Deferred
Alteration in the main building entrance lobby	200.0	Deferred
Storage space in the ancillary building	180.0	Deferred
Upgrading of facilities for persons with disabilities	60.0	Multi-year
Resurfacing of vehicular pavements and damaged areas	270.0	New
Minor reconfiguration work in the subregional offices	15.0	New
Improvement in security and safety	85.7	Recurrent
Major maintenance		
Maintenance of the HVAC system in the conference rooms	260.0	New
Replacement of one elevator	100.0	New
Replacement of electrical panels in the subregional office in Port-of-Spain	180.0	New
Removal and replacement of obsolete cabling and ducting	50.0	New
Replacement of underground diesel tanks	40.0	New
Upgrading of the irrigation system	120.0	New
Replacement of aged and worn-out carpeting in two main conference rooms	50.0	Multi-year
Replacement of one obsolete power generator	170.0	Multi-year
Replacement of lighting in public areas, parking areas, and interior vehicular and pedestrian areas	50.0	Multi-year

Project	*Amount*	*Category*
Security and safety-related maintenance	600.0	Recurrent
8. ESCWA		
Security and safety-related maintenance	450.0	Recurrent
9. Enterprise network		
Continuation of the implementation of IPT across the Secretariat in ECA, ECLAC, ESCAP, United Nations Office at Geneva and United Nations Office at Vienna	4 133.1	Multi-year
Consolidated maintenance contract in offices away from Headquarters and regional commissions	2 291.3	Recurrent
Implementation of a network compression device in each major duty station	756.7	New
Maintenance and renewal of checkpoint firewall software in seven duty stations	150.0	Recurrent

Part XII
Safety and security

Section 35
Safety and security

Proposal submitted by the Secretary-General (regular budget)	$238,745,700[a]
Revised appropriation for 2010-2011	$238,447,700
Proposal submitted by the Secretary-General (jointly financed budget)	$243,800,300[a]
Revised appropriation for 2010-2011	$243,605,700
Projected extrabudgetary resources	$13,310,100[b]

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

[b] Including other assessed resources amounting to $7,603,400, amending the information contained in table 35.6 of A/66/6 (Sect. 35) to reflect the decision taken in General Assembly resolution 65/290 with respect to the support account for peacekeeping operations, as well as extrabudgetary resources of $5,706,700.

XII.1 Regular budget resources requested by the Secretary-General for section 35 amount to $238,745,700, before recosting. This represents a net increase of $298,000, or 0.1 per cent, compared to the biennium 2010-2011. The provision includes the United Nations share of the jointly financed safety and security costs. The net increase is attributable to a number of factors explained in detail in paragraph 35.9 of the budget document (A/66/6 (Sect. 35)).

XII.2 The Secretary-General indicates that, given the dual responsibility of the Department of Safety and Security to provide, on the one hand, for the safety and security of staff, delegates and visitors at the main locations of the United Nations and, on the other hand, for the safety and security of the United Nations system operations in the field, the activities of the Department are financed both from the regular budget and on a cost-sharing basis with other organizations covered by the security management system in the field (ibid., para. 35.7).

XII.3 For the biennium 2012-2013 the gross budget for jointly financed activities amounts to $243,800,300, before recosting. This represents a net increase of $194,600, or 0.1 per cent, compared to the biennium 2010-2011. The net increase is attributable to a number of factors explained in detail in paragraph 35.10 of the budget document. The Secretary-General indicates that the financial responsibility of each participating organization is based on its proportional share of the personnel operating in the field (ibid., para. 35.7). The Advisory Committee was informed that the United Nations share of the gross budget for jointly financed activities for the biennium 2012-2013 is estimated at 23.74 per cent, which would amount to some $57.9 million.

XII.4 The Secretary-General indicates that during the biennium 2012-2013, regular budget and jointly financed resources under this section would be supplemented by funding derived from: (a) the support account for peacekeeping operations; (b) reimbursement for the security and safety services rendered to the United Nations funds and programmes; and (c) funding earmarked by donors to support urgently required security measures. For the biennium 2012-2013, total other assessed and extrabudgetary resources are estimated in the amount of $13,676,400 (ibid., para. 35.11).

XII.5 Table XII.1 summarizes the regular budget and jointly financed posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget and jointly financed posts for 2012-2013. The table also shows the extrabudgetary posts proposed for 2012-2013.

Table XII.1
Staffing resources

	Posts	*Level*
Regular budget		
Approved for 2010-2011	1 059	1 USG, 1 ASG, 1 D-2, 2 D-1, 10 P-5, 20 P-4, 21 P-3, 7 P-2/1, 8 GS (PL), 173 GS (OL), 314 SS, 501 LL
Proposed for 2012-2013	1 072	1 USG, 1 ASG, 1 D-2, 6 D-1, 6 P-5, 26 P-4, 15 P-3, 7 P-2/1, 8 GS (PL), 178 GS (OL), 314 SS, 509 LL
New	13	5 GS (OL) and 8 LL, subprogramme 1[a]
Reclassifications	10	2 P-5 to D-1 and 4 P-3 to P-4, Executive direction and management
		2 P-5 to D-1 and 2 P-3 to P-4, subprogramme 1
Gross budget for jointly financed activities		
Approved for 2010-2011	942	1 D-2, 2 D-1, 35 P-5, 205 P-4, 115 P-3, 6 P-2/1, 4 GS (PL), 26 GS (OL), 150 SS, 398 LL
Proposed for 2012-2013	960	1 D-2, 11 D-1, 28 P-5, 196 P-4, 115 P-3, 14 P-2/1, 4 GS (PL), 26 GS (OL), 155 SS, 410 LL
New	20	5 SS, subprogramme 1[a]
		10 LL, subprogramme 2, component 1
		1 P-4, 1 P-3 and 2 LL, subprogramme 2, component 2
		1 P-4, subprogramme 2, component 2[a]
Reclassifications	20	1 P-5 to D-1 and 1 P-3 to P-4, subprogramme 1
		8 P-5 to D-1, 2 P-4 to P-5 and 8 P-4 to P-2/1, subprogramme 2, component 1
Redeployments	2	1 P-4 and 1 P-3 from Field Support Service, HQ to regional training hub in Nairobi

	Posts	*Level*
Abolitions	2	2 P-4, subprogramme 2, component 1
Extrabudgetary		
Proposed for 2012-2013[b]	40	1 P-5, 11 P-4/3, 1 P-2/1, 15 GS (OL), 12 SS

[a] Formerly approved on a temporary basis for the biennium 2010-2011 and now being proposed as established posts.

[b] Including 18 other assessed posts funded by the support account for peacekeeping operations and 22 extrabudgetary posts.

Comments and recommendations on posts

XII.6 In his statement to the Advisory Committee, the Under-Secretary-General for Safety and Security indicated that the Department was seeking to stabilize at the staffing levels approved for 2010-2011. The Committee was informed, however, that a number of proposals were being made to restructure and realign existing positions to ensure a management structure that provided for the requisite oversight and management of security operations worldwide. The Committee notes that the Department of Safety and Security has been through a period of sustained expansion since its establishment, with 204 new posts being approved during 2010-2011 alone. **The Committee agrees with the intention of the Secretary-General to stabilize the staffing of the Department of Safety and Security at its current levels. The Committee is of the view that, in the context of the growth that has taken place, the Department should critically review and assess its available resources against its current operational needs and priorities and, if deemed necessary, redeploy resources to activities or duty stations considered to be in need of strengthening.**

Executive direction and management

Regular budget

Reclassifications

XII.7 The Secretary-General proposes to reclassify the position of Special Assistant in the Office of the Under-Secretary-General from the P-5 to the D-1 level to create a position of Chief of Staff. In making this proposal, the Secretary-General highlights the level of inter- and intra-departmental, as well as inter-agency, system-wide coordination on security, human resources, common system and legislative issues. The Secretary-General further states that the Chief of Staff would support the leadership of the department and act as a channel through which the strategic vision was translated into coherent and well-directed actions that inform the Department and other departments within the Secretariat, as well as Member States and other actors across the United Nations system and externally (ibid., paras. 35.18-35.19).

XII.8 **The Advisory Committee does not recommend approval of the proposed reclassification of the post of Special Assistant. In making this recommendation, the Committee has taken into account the recent appointment of the Assistant Secretary-General, which, in the Committee's view, should strengthen the capacity of the Department in a number of the areas highlighted in the justification for the proposed post of Chief of Staff. In this regard, the Committee further recalls that in proposing the creation of the Assistant**

Secretary-General post through the reclassification of the existing Deputy post at the D-2 level, the Secretary-General highlighted the need for a senior official who would be available for both day-to-day overall management and the strengthening of internal management of the Department (see A/64/6 (Sect. 34)/Add.1, para. 34.21).

XII.9 The Secretary-General proposes to merge the Policy, Planning and Coordination Unit, which promulgates policies and standards in all parts of the security management system, with the Compliance, Evaluation and Monitoring Unit, which is responsible for compliance reviews, to create the Compliance and Policy Service. The Secretary-General states that combining the two Units would make optimum use of existing resources by allowing the inspectors who carry out compliance functions to contribute to policy formulation and give those undertaking policy formulation more exposure to compliance issues (A/66/6 (Sect. 35), para. 35.21). To head the newly created Service, it is proposed to reclassify one of the existing P-5 posts in the Units to the D-1 level. **The Advisory Committee recognizes the importance of both policy setting and compliance reviews in the context of security management and also the need for work in each area to inform the other. As such, the Committee has no objection to the Secretary-General's proposals for the merger of the Policy, Planning and Coordination Unit with the Compliance, Evaluation and Monitoring Unit and the reclassification of the post of Chief of the new Service to D-1 level.**

XII.10 The Secretary-General further proposes to reclassify four existing P-3 posts in the Compliance, Evaluation and Monitoring Unit to the P-4 level. The Secretary-General indicates that those positions are responsible for participating in the development of compliance-related procedures and guidelines, monitoring strategies and the development and implementation of the evaluation policy of the Department. In the supplementary information provided to the Advisory Committee, the Secretary-General states that one of the lessons learned with regard to compliance missions was that, irrespective of the professional competence of the individual compliance officers, when dealing with Chief Security Officers at the P-5 or senior P-4 levels or debriefing designated officials at the level of D-2 or above, a P-3 compliance officer has neither the seniority nor the field experience to be credible. **The Committee is of the view that the primary task of compliance officers is to ascertain whether the policies and procedures of the Department are being fully implemented. The Committee considers that their grading at the P-3 level should not be a factor in their ability to monitor and report on such compliance. As such, the Advisory Committee does not recommend the proposed reclassification of posts in the Compliance, Evaluation and Monitoring Unit to the P-4 level.**

Subprogramme 1, Security and safety coordination

Regular budget

New posts

XII.11 Five new General Service (Other level) posts are proposed for the establishment of a canine unit in the Safety and Security Service, United Nations Office at Geneva (ibid., para. 35.28). These were approved as temporary posts in the biennium 2010-2011. **The Advisory Committee recommends approval of the**

Secretary-General's proposal for the establishment of the five General Service (Other level) posts.

XII.12 Eight new Local level posts are proposed for the Safety and Security Service, Addis Ababa. The Advisory Committee notes from the supplementary information that these posts are for the security control centres to run the installed systems for perimeter access control. These were previously temporary posts funded by a one-time provision for the biennium 2010-2011. **The Advisory Committee recommends approval of the establishment of these eight Local level posts.**

Reclassifications

XII.13 The Secretary-General proposes to reclassify the posts of Chiefs of the Security and Safety Services in Geneva and Nairobi from P-5 to D-1 (ibid., para. 35.28). In addition, under jointly financed activities, the post of Chief, Security and Safety Service, Vienna is also proposed to be reclassified to that level (see para. XII.20 below). In the supplementary information provided to the Advisory Committee the Secretary-General states that these reclassifications are necessary to accurately reflect the full scope of responsibilities of the positions, including responsibility for the safety and security of staff, delegates and visiting dignitaries on United Nations premises at those duty stations. The Secretary-General further indicates the requirement for the Chiefs to develop and maintain a broad network of working relationships, highlighting that such interlocutors include officials at more senior grades. It is stated that the reclassification would enable the Chiefs to exercise the level of authority, independence of decision-making and interlocution at the appropriate level.

XII.14 With regard to the proposed reclassification of the post of Chief, Safety and Security Service, Geneva, the Advisory Committee was informed that the incumbent acts as Chief Security Adviser to the designated officials for Belgium, France, Monaco and Switzerland. In this regard, the Committee was further informed that the Chief has security coordinating responsibility for 40 agencies, funds and programmes in Switzerland, 24 in Belgium and 11 in France.

XII.15 The Advisory Committee was informed that the Chief, Safety and Security Service, Nairobi, also acts as Chief Security Adviser to the designated official for Kenya and that, as such, in addition to the responsibility for the Gigiri complex, the incumbent is responsible for the staff and dependants working in 43 other United Nations offices throughout Kenya. The Committee was further informed that the complex threat environment pertaining in Kenya, as reflected in the fact that United Nations agencies operate extensively in areas that are currently at security phase III, was a factor in the proposed reclassification of that post.

XII.16 **The Advisory Committee recalls that the primary responsibility for the security and protection of the diplomatic community rests with the host Government, while the Department of Safety and Security has primary responsibility for security within United Nations premises. However, notwithstanding the willingness of host countries to assume such responsibility, their capacity to do so differs from one duty station to another. As such, the Committee previously expressed the view that while the focus should be on enhancing cooperation and coordination with national and/or local law enforcement agencies in locations where host countries have well-developed security structures and means, special attention should be paid to strengthening**

the ability of the United Nations to ensure its own security in locations where that is not the case (A/59/539, para. 20).

XII.17 **The Advisory Committee is of the view that the level of the interlocutors with whom the Chiefs of the Security and Safety Services in Geneva and Nairobi interact is not a factor that would support their upward reclassification. However, the Committee considers that the overall security environment pertaining in a particular location is a factor that has an impact on the level of responsibility of the Chief Security Adviser.** As such, with regard to the post in Nairobi, the Committee took note of the information provided with respect to the present heightened security phase in parts of the country and overall threat level that exists. **Taking these factors into account, the Advisory Committee recommends approval of the proposed reclassification of the post of Chief, Security and Safety Service, Nairobi to the D-1 level. The Committee does not recommend the reclassification of the Chief, Security and Safety Service, Geneva, to the D-1 level.**

XII.18 In the Security and Safety Service, Nairobi, it is proposed to reclassify one existing P-3 post to the P-4 level to provide for the position of Deputy Chief. The Advisory Committee notes from the supplementary information that that officer would be responsible for the daily management and administration of the security and safety operations of the United Nations Office at Nairobi, the provision of policy advice and developing security contingency plans. The Committee was informed that, as Deputy Chief of the Service, the incumbent would also have responsibility for managing the security and safety support programme of various units including the Administration Unit, the Security Risk Management Unit, the Security Systems Unit, the Training and Development Unit and the Safety Unit. **In view of the responsibilities outlined for the post of Deputy Chief, Security and Safety Service, Nairobi, the Advisory Committee has no objection to the proposed reclassification to the P-4 level.**

XII.19 At Headquarters, the Secretary-General proposes the reclassification of the existing P-3 Administrative Officer post in the Division of Headquarters Security and Safety Services to the P-4 level. The Advisory Committee notes from the supplementary information that this reclassification is stated as being required to reflect the additional responsibilities assigned to the position, including coordinating the delivery and response to the Office of Internal Oversight Services and the Joint Inspection Unit compliance visits and audits; management reports on the security and safety services at Headquarters, offices away from Headquarters, regional commissions and tribunals; monitoring of the implementation of related recommendations; and drafting of policies and standard operating procedures. **The Committee is of the view that the functions outlined can be effectively carried out at the current level of the post and, as such, the Committee does not recommend approval of the proposed reclassification.**

Gross budget for jointly financed activities

New posts

XII.20 Five new Security Officer posts are proposed for the establishment of a canine unit in the Safety and Security Service, Vienna (ibid., para. 35.32). These were approved as temporary posts in the biennium 2010-2011. **The Advisory**

Committee recommends approval of the Secretary-General's proposal for the establishment of the five Security Officer posts.

Reclassifications

XII.21 The post of Chief, Security and Safety Service, Vienna is proposed to be upgraded to the D-1 level. The Advisory Committee was informed that, in addition to being responsible for the safety and security of staff and visitors within the perimeter of the Vienna International Centre, the incumbent is also Chief Security Adviser to the designated officials for Austria, the Czech Republic, Germany and Slovakia and that he or she has responsibility for overseeing the safety and security of 18 agencies, funds and programmes. **Taking into account the factors outlined in paragraph XII.17 above, the Advisory Committee does not recommend approval of the reclassification of the post of Chief, Security and Safety Service, Vienna to the D-1 level.** The Secretary-General also proposes the reclassification of an existing P-3 post to the P-4 level for the position of a Deputy Chief in the Security and Safety Service, Vienna. The rationale provided for the reclassification mirrors that with regard to the proposed Deputy Chief in Nairobi (see para. XII.18 above). **The Advisory Committee has no objection to the proposed reclassification to P-4 for the post of Deputy Chief, Security and Safety Service, Vienna.**

Subprogramme 2, Regional field coordination and support

Component 1, Regional field operation coordination

Gross budget for jointly financed activities

New posts

XII.22 Ten new Local level posts are proposed by the Secretary-General. The Advisory Committee notes from the supplementary information that these are proposed to strengthen support for five Security Information and Operations Centres in demanding duty stations (two in Asia and the Pacific, two in East Africa and one in the Middle East) with additional national staff. **The Committee recommends approval of the establishment of 10 new Local level posts. The Committee expects that a flexible approach will be taken with respect to the use of these posts and that the staffing levels of each centre will be adjusted through the redeployment of posts to respond to changing operational requirements and priorities.**

Reclassifications

XII.23 With regard to field operations, the Secretary-General proposes the reclassification of seven positions of Chief Security Adviser from P-5 to D-1. As outlined in paragraph 35.40 of the proposed programme budget (A/66/6 (Sect. 35)), six of these are in peacekeeping missions that are described as "very large missions", with a total of 5,000 to 25,000 personnel, including between 160 and 1,100 security staff directly supervised by Chief Security Advisers. In addition, the post of the Chief Security Adviser in Pakistan is proposed to be reclassified to the D-1 level as, in terms of size, complexity and degree of responsibility, in combination with a complex humanitarian emergency, the security management system in Pakistan is considered comparable to a large peacekeeping operation. The

Secretary-General states that these proposals follow an analysis by the Department of 25 duty stations that were ranked in terms of complexity, operations and size. The proposals also took into consideration a benchmark validation report carried out by the Department of Field Support in respect of security functions in 29 field operations led by the Department of Political Affairs, Department of Peacekeeping Operations or Department of Field Support (ibid., paras. 35.39-35.41).

XII.24 As highlighted in paragraph XII.16 above, the ability of the host country to assume responsibility for the security of United Nations staff will vary from duty station to duty station, as will the complexity of the security environment within which the United Nations operates. **The Advisory Committee is of the view that a combination of these factors justifies the upgrading of the post of Chief Security Adviser to the D-1 level in a number of the locations proposed by the Secretary-General. At the same time, the Committee points out that the overall security environment in a particular duty station can change. As such, in order to provide the ability for the Department to adjust to such changes in operational priorities, the Committee recommends approval of the reclassification of four P-5 posts to the D-1 level. The Committee expects that these posts will be used flexibly to enable their deployment to those duty stations where management at that level is considered most needed at a particular time.**

XII.25 Within field operations, the Secretary-General also proposes the downward reclassification of eight P-4 posts to the P-2/1 level to provide additional entry-level opportunities (ibid., para. 35.41). The Advisory Committee notes from the supplementary information that this would also help to streamline staffing in the field where the current distribution of staff consisted mainly of middle-level Professional posts (P-3 and P-4). The Committee was informed that the establishment of these posts at the P-2/1 level would be achieved through the redistribution of functions between existing staff, with the new P-2/1 posts being assigned an appropriate level of responsibility for that grade. The Committee noted that within the current staffing under regular budget and jointly financed activities combined, 361 of the 427 approved posts in the Professional and higher categories are at the P-3 and P-4 levels, with only 13 posts being at the P-2/1 level (ibid., table 35.7). **The Committee sees merit in the creation of additional entry-level posts in the Department and welcomes the fact that this is being done through a re-evaluation of existing staffing resources. The Committee recommends approval of the proposed reclassification of eight P-4 posts to the P-2/1 level.**

XII.26 The Secretary-General proposes the reclassification of the P-5 post of Chief, Threat and Risk Assessment Unit, to the D-1 level. In addition, it is proposed to reclassify one P-4 post in the Unit to the P-5 level, which is stated in the supplementary information to be intended to provide the appropriate level of continuity in operations. The Advisory Committee was informed that the importance of the concept of threat and risk analysis had grown significantly since the introduction of the new security-level system in January 2011. In this regard, the Committee was further informed that the Unit acts as the primary tool throughout the United Nations system for identifying emerging threats, determining areas of vulnerability and developing mitigating strategies and measures. The proposed reclassification of the Chief of Unit is deemed necessary to ensure the necessary level of coordination and supervision both at Headquarters and in the field and to adequately reflect the required expert knowledge and experience in the field of analysis, assessments and crisis management. The Committee was informed that the Chief of the Unit supervises 8 Professional analysts at Headquarters and provides technical oversight for 19 Professional analyst positions in the field, as well for 25 analysts in five Security Information and Operations Centres in field locations. **The Advisory Committee recognizes the importance of threat and risk assessment in the overall security management system and the degree of judgement required in this area. As such, the Committee recommends approval of the proposed reclassification of the post of Chief, Threat and Risk Assessment Unit, to the D-1 level. The Committee does not consider that adequate justification was provided for the reclassification of one of the P-4 posts in the Unit to the P-5 level and does not recommend approval of that proposal.**

XII.27 In the Division of Regional Operations, the reclassification of one existing P-4 post to the P-5 level is proposed. The Advisory Committee notes from the supplementary information that the reclassification is required in order to enhance the capacity within the Department for liaison and coordination activities with non-governmental organizations in the field. The Committee was informed that the incumbent of the post would function as Chief of the non-governmental liaison unit in the Office of the Director of Regional Operations. **The Committee is of the view that the functions of liaison with non-governmental organizations can be effectively carried out at the current level of the post and, as such, it does not recommend approval of the proposed reclassification to P-5.**

Post abolitions

XII.28 The Secretary-General proposes the abolition of two P-4 positions in the field (ibid., para. 35.41). The Advisory Committee notes from the supplementary information that this is stated as being to compensate for the proposed establishment of 10 new Local level positions in the Security Information and Operations Centres (see para. XII.22 above). **The Advisory Committee has no objection to the proposed abolition.**

Component 2, Field support

Gross budget for jointly financed activities

New posts

XII.29 Four new posts for security trainers, one P-4, one P-3 and two Local level, are proposed to be established in Nairobi to provide support to the African region as part of a regionalized training service (A/66/6 (Sect. 35), paras. 35.57-35.58). The Advisory Committee was informed that carrying out training activities on a regional basis was considered to be a more effective and cost-efficient method of training security officers throughout Africa. In this regard, the Committee noted a decrease in the provision of contractual services of approximately $150,000 in this subprogramme, which was stated as being due to the conduct of training activities in Nairobi. **The Committee welcomes the reduction in contractual services, which is attributed to the use of the regional training hub in Nairobi. The Committee recommends approval of the establishment of one new P-3 post and two Local level posts at the training centre. Taking note of the proposed redeployment of two existing posts at the P-4 and the P-3 level from Headquarters to the centre, the Committee does not recommend approval of the new P-4 post.**

XII.30 The Secretary-General proposes the establishment of a new P-4 post to provide an aviation risk management capacity at Headquarters to coordinate the activities and programme of the Department under aviation safety (ibid., para. 35.58). The Advisory Committee recalls that the establishment of that post was proposed by the Secretary-General for the current biennium (A/64/6 (Sect. 34)/Add.1, paras. 34.81-34.84). After having considered that request, the Committee recommended the establishment of a temporary post at the P-4 level, to expire at the end of the biennium 2010-2011, and stated that any future requests for resources for the aviation risk management office should be accompanied by an evaluation of its activities (A/64/7/Add.16, para. 70).

XII.31 Upon enquiry, the Advisory Committee was informed that the individual recruited against the temporary post had begun work only in May 2011. As such, it was too early to be able to provide the required evaluation of the activities in this area. **Given these circumstances, the Committee recommends the continuation of this post on a temporary basis for the biennium 2012-2013 to enable the functions to continue to be carried out. The Committee reiterates its request that any future proposals in this area be accompanied by an evaluation of aviation risk management activities in the department.**

Redeployments

XII.32 As part of the proposed strengthening of the regional training hub, two posts (P-4 and P-3) are proposed to be redeployed from the Training and Development Section at Headquarters to Nairobi. **The Advisory Committee has no objection to the proposed redeployments.**

Comments and recommendations on non-post resources

Regular budget

XII.33 Under the regular budget, non-post resources of $86,119,500 are proposed for 2012-2013, which represents a decrease of $4,300,900, or 4.8 per cent, compared to the biennium 2010-2011. The decrease is largely attributable to reductions under other staff costs ($4,597,800), furniture and equipment ($2,105,900), supplies and materials ($867,100), general operating expenses ($594,000) and contractual services ($510,000). Those decreases were partly offset by an increase of $4,298,800 under grants and contributions, which provides for the United Nations share of the costs of jointly financed activities (see para. XII.3 above). The increase is attributed to an increase of United Nations field-based staff.

Gross budget for jointly financed activities

XII.34 With respect to jointly financed activities, non-post resources of $60,356,000 are proposed for 2012-2013, which represents a decrease of $9,450,000, or 13.5 per cent, compared to the biennium 2010-2011. While all objects of expenditures reflect decreases, the majority of the reduction is under other staff costs ($5,686,300), due to a decrease of $5,248,700 in the provision for the malicious acts insurance policy following the establishment of a new three-year policy with a significantly reduced premium. Reduced requirements are also made under general operating expenses ($1,451,600), furniture and equipment ($1,199,500), travel of staff ($689,700) and consultants ($297,800).

XII.35 **The Advisory Committee recommends acceptance of the Secretary-General's proposal for non-post resources.**

General comments and recommendations

Monitoring and evaluation

XII.36 The Secretary-General indicates that resources estimated at $2,455,900 would be utilized for the conduct of monitoring and evaluation activities during the biennium 2012-2013. This reflects the cost of one P-5, two P-4, three P-3 and two General Service (Other level) posts in the Compliance Evaluation and Monitoring Unit and the related support costs. The Advisory Committee notes that no information was provided with regard to either the results of monitoring and evaluation activities undertaken to date or on planned activities for the next biennium. **The Committee requests that such information be provided in the proposed programme budget for the biennium 2014-2015.** The Committee has commented further on the issue of monitoring and evaluation in chapter I above.

Implementation of standardized access control project

XII.37 The Advisory Committee recalls that the Secretary-General proposed the implementation, in two phases, of a system for standardized access control at all main locations of the Organization. The first phase, PACT I, was intended to ensure compliance with headquarters minimum operating security standards for perimeter protection and electronic access control, and the second phase, PACT II, was designed to provide for compliance with those standards with regard to defined layers of security within the perimeter.

XII.38 In his report A/64/532, the Secretary-General proposed the implementation of PACT II at eight duty stations. Having considered that proposal, the Advisory Committee recommended that the security enhancements should be prioritized and implemented in a phased manner and that during the biennium 2010-2011 they should be implemented at ESCWA, the United Nations Office at Nairobi and ECA. The Committee further recommended that during 2010-2011 the requirements for the remaining duty stations should be reviewed and prioritized taking into account the lessons learned and experience acquired in the initial implementation and that the revised requirements be presented in the context of the proposed programme budget for the biennium 2012-2013 (A/64/7/Add.15, para. 20). That recommendation was endorsed by the General Assembly in its resolution 64/243.

XII.39 The Advisory Committee was informed that a decision had been taken to postpone the majority of expenditures under PACT II. It was stated that much of the PACT II security enhancement and upgrade projects were higher-technology projects related to access control and badging, vehicle identification and entrance, closed-circuit television surveillance systems and integrated communications systems. The Committee was informed that the costs of such security systems were dropping, new technologies were becoming available and advances in wireless technology could lead to savings on infrastructure and wiring costs. As such, it was stated that the deferral could result in substantial costs efficiencies for the Organization in the future. However, provision of $2.3 million is made in the proposed programme for PACT II implementation at three further duty stations: Bangkok, Geneva and Vienna. The Committee was informed that implementation at those locations involved critical security upgrades and that deferral could result in failures in dated system components, leading to security vulnerabilities. **The Committee requests that updated information on the status of the PACT II project be included in the proposed programme budget for the biennium 2014-2015.**

Geographic diversity and gender parity in staffing

XII.40 The Advisory Committee was informed by the Under-Secretary-General for Safety and Security that there was a need to expand the recruitment base of personnel for the Department, which has been largely based on recruiting former military and police officers. In presenting the Secretary-General's proposals, it was further stated that there was a need for an intake of a new cadre of officers. In addition, it was stated that the proposals for the downward reclassification of eight P-4 posts to the P-2/1 level would allow for a wider recruitment pool, which would serve to broaden geographic diversity and gender balance in the Department.

XII.41 The Under-Secretary-General for Safety and Security further stated that he recognized that additional efforts were required with regard to both geographic diversity and gender goals in the staffing of the Department of Safety and Security. The Advisory Committee recalls General Assembly resolution 59/276, in which the Assembly established the Department of Safety and Security and urged the Secretary-General to ensure that recruitment to Professional and higher categories in the Department was made on a wide geographic basis. While acknowledging the recent appointment of the Assistant Secretary-General for Safety and Security, the Committee notes that currently none of the D-1 or D-2 posts in the Department are encumbered by female staff. **The Advisory Committee welcomes the stated focus on this area and expects that demonstrable progress will be made with respect to the geographic and gender profile of the staffing of the Department during the forthcoming biennium.**

Part XIII
Development Account

Section 36
Development Account

Proposal submitted by the Secretary-General	$23,651,300
Revised appropriation for 2010-2011	$23,651,300

XIII.1 The regular budget resources requested by the Secretary-General for the biennium 2012-2013 for the Development Account amount to $23,651,300, which is the same level as the revised appropriation for the biennium 2010-2011. A list of the projects proposed for funding from the Account for 2012/2013 is provided in the appendix to the proposed budget (A/66/6 (Sect. 36)). Table 2 of the proposed budget contains a summary of resource requirements by main object of expenditure.

XIII.2 The budget document provides a summary background on the establishment of the Development Account and the decisions by the General Assembly to recost and to appropriate additional resources for the Development Account since its inception (ibid., paras. 36.1-36.3). In line with the decisions of the Assembly, the current level of resources of $23,651,300 represents an increase of $10,586,300 over the level of $13,065,000 approved by the Assembly at the inception of the Development Account in the biennium 1998-1999.

Seventh progress report of the Secretary-General

XIII.3 In the seventh progress report on the implementation of projects financed from the Development Account (A/66/84, table 1), the Secretary-General indicates that since the biennium 1998-1999, a total of 204 projects have been financed from the Account under seven consecutive tranches, with an overall appropriation of $127,614,500. While projects under the first four tranches have been completed, implementation of the projects under the fifth, sixth and seventh tranches remains under way. Table 1 of A/66/84 provides a summary of all tranches, including the number of projects and appropriations, the themes and the implementation rates as at 30 April 2011. Detailed information with respect to the ongoing projects is provided in annexes I and II to that report, including project titles, implementing entities, appropriations and expenditures.

XIII.4 The objective of the Development Account is to fund capacity-development projects in the priority areas of the United Nations development agenda that benefit developing countries (A/66/6 (Sect. 36), para. 36.5). The Advisory Committee recalls that in its consideration of the proposed programme budget for 2010-2011, it was informed that efforts had been under way to reflect clearly the results achieved through such projects in the context of the operational framework of the United Nations development system and the United Nations development assistance frameworks at the country level (A/64/7, para. XIII.3). In this connection, the Committee notes that sections II and III of the seventh progress report provide information with respect to the Development Account in the context of the United Nations work on development, and an overview and assessment of results of its projects in relation to its support for the implementation of the internationally agreed development goals, including the Millennium Development Goals. The Secretary-General also indicates that more projects now have links to United Nations Development Assistance Frameworks and foresee active consultations with the United Nations country teams (A/66/84, para. 46).

XIII.5 An analysis of the execution of projects under the fifth tranche, based on the final reports of the implementing entities, is provided in section IV of the seventh progress report. The Advisory Committee was informed that of the 40 projects funded under that tranche, the assessment of project performance had included 30 projects implemented during 2006-2009, while the remaining 10 projects were still in the implementation stage (ibid., table 1, footnote a). In his conclusions in the progress report, the Secretary-General states that the review of the projects under the fifth tranche has demonstrated that the projects aim to have the broadest possible impact, addressing all the Millennium Development Goals or targeting the overarching goal of poverty reduction. Further, the alignment of Development Account-funded projects with the Millennium Development Goals has provided not only a useful strategic focus for the Account, but also a guiding reference for partners and recipients of the projects (ibid., para. 39).

XIII.6 **The Advisory Committee recommends that the General Assembly take note of the seventh progress report of the Secretary-General.**

Projects proposed under the eighth tranche for the biennium 2012-2013

XIII.7 The Secretary-General indicates that the overall theme of the eighth tranche of projects to be funded under the Development Account is "Supporting Member States to accelerate progress towards achieving the internationally agreed development goals, including the Millennium Development Goals, in the context of the multiple and interrelated development challenges" (A/66/6 (Sect. 36), para. 36.6). The project proposals, including information on implementing agencies, background, objectives, summary budget and main activities, are contained in the annex to the proposed budget. The Advisory Committee notes that the 40 projects proposed for funding under the eighth tranche were endorsed by the Steering Committee of the Development Account at its meeting in March 2011 (ibid., para. 36.9). Under the purview of the Executive Committee on Economic and Social Affairs, the projects would be implemented by 10 entities of the Secretariat, namely, the Department of Economic and Social Affairs, UNCTAD, UNEP, UNODC, UN-Habitat and the five regional commissions (ibid., paras. 36.7).

XIII.8 The Secretary-General also indicates that of the 204 projects funded from the Development Account since its inception, 150 projects remain active and/or require programme management support (ibid., para. 36.10). In this connection, the Advisory Committee notes the indication that the establishment of two posts (1 P-5 and 1 P-4) in the Department of Economic and Social Affairs for 2010-2011, approved by the General Assembly in its resolution 64/243 to provide programme support to the Account, has helped the Programme Manager of the Account to upgrade the level and expand the scope of the programme management (ibid., para. 36.10).

XIII.9 The Secretary-General further indicates that, while the complexity and scope of managing the Development Account have increased, the expectations of the Member States have also heightened with regard to the programming, monitoring and evaluation of the Account (ibid.). The Advisory Committee recalls that the management and administration of the Development Account have been improved and strengthened over the years, including the institution of a four-year project implementation cycle, mandatory submission of detailed project documents based on comprehensive logical frameworks and final evaluation reports, the establishment of the Steering Committee and the Capacity Development Office, and the redesign of the website for improved Internet-based coordination and greater accessibility to project information and impact (A/64/7, paras. XIII.6-XIII.7). According to the Secretary-General, the focus of the management of the Account will be on strengthening monitoring and evaluation and better integrating lessons learned in the programming of new projects over the next two years (A/66/84, para. 38). **The Committee concurs with the Secretary-General's emphasis on the importance of project monitoring and evaluation, and expects that due attention will continue to be paid to such activities. The Advisory Committee recommends that the General Assembly approve the Secretary-General's proposal for the Development Account.**

Part XIV
Staff assessment

Section 37
Staff assessment

Proposal submitted by the Secretary-General	$537,622,800[a]
Revised appropriation for 2010-2011	$550,749,900

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

XIV.1 The regular budget resources requested by the Secretary-General for the biennium 2012-2013 for section 37 amount to $537,622,800, before recosting, representing a decrease of $13,127,100, or 2.4 per cent, compared to the appropriation for 2010-2011. The proposed reduction in staff assessment of $13,127,100 reflects a net decrease in staff assessment requirements related to posts and other staff costs proposed for 2012-2013, partially offset by the delayed impact of the 248 new posts approved for 2010-2011 (A/66/6 (Sect. 37), para. 37.3, and A/66/6 (Introduction), table 10).

XIV.2 The Secretary-General indicates that, in accordance with the budgetary procedures of the United Nations, the salary and related emoluments of United Nations staff members are subject to the assessment rates contained in regulation 3.3 of the Staff Regulations and Rules of the United Nations. To facilitate comparability with the budget proposals of other organizations of the United Nations system, the staff costs are shown net of staff assessment under the various expenditure sections of the programme budget. The difference between gross and net emoluments is therefore requested as a global amount under the present section. Furthermore, amounts withheld in the form of staff assessment are revenue to the Organization. Accordingly, the amount requested under this section is also included in income section 1, Income from staff assessment below (A/66/6 (Sect. 37), paras. 37.1-37.2).

Estimates of income

Income section 1
Income from staff assessment

Proposal submitted by the Secretary-General	$558,973,300
Approved estimates for 2010-2011	$555,041,000

IS1.1 The total amount of staff assessment for 2012-2013 is estimated to be $558,973,300, comprising (a) the global provision requested under section 37 for the various expenditure sections of the programme budget ($554,561,800, after recosting) and (b) staff assessment under income section 3, Services to the public ($4,411,500).

IS1.2 The Advisory Committee notes from the proposed budget that all revenue from staff assessment that is not otherwise disposed of by specific resolution of the General Assembly is credited to the Tax Equalization Fund established by the Assembly in its resolution 973 A (X) of 15 December 1955. Member States are given credit in the Fund in accordance with the scale of assessments for the regular budget applicable to the financial year concerned (A/66/6 (Income sect. 1), para. IS1.2).

Income section 2
General income

Proposal submitted by the Secretary-General	$52,495,800
Approved estimates for 2010-2011	$40,487,800

IS2.1 The estimated income under this section for 2012-2013 amounts to $52,495,800, representing an increase of $12,008,000 over the approved estimates for 2010-2011. The estimated income relates to rental of premises, reimbursement for services provided to specialized agencies and others, bank interest, sale of used equipment, refund of previous years' expenditures, contributions of non-member States, television and similar services and miscellaneous income. As indicated in table IS2.1 of Income section 2, the estimated increase for 2012-2013 is due mainly to the projected increase under rental of premises ($12,417,900), partially offset by projected decreases under bank interest ($387,300) and miscellaneous income ($189,900).

IS2.2 The income under the rental of premises relates to the payment of rent for the occupancy of United Nations premises in New York, Geneva, Addis Ababa, Bangkok, Nairobi and Santiago by a number of specialized agencies and other entities connected with the activities of the Organization. Table IS2.2 provides information with respect to the approved estimates for 2010-2011 and projected estimates for 2012-2013 for each of the six locations mentioned above. The Advisory Committee notes that the estimated increase of $12,417,900 is due mainly to the increase from rental income at Nairobi ($11,000,000), as well as increases at Headquarters ($562,300), Geneva ($793,900) and Bangkok ($61,700) (A/66/6 (Income sect. 2), paras. IS2.1-IS2.2).

Income section 3
Services to the public

IS3.1 Income section 3, Services to the public, includes (a) programme of work, covering activities related to United Nations Postal Administration operations, sale of United Nations publications, services to visitors, revenue services of the Department of Economic and Social Affairs, sale of gift items, newsstand operations, garage operations, catering operations and other commercial operations, and (b) programme support, which provides for the Revenue Accounts Unit in the Accounts Division of the Office of Programme Planning, Budget and Accounts.

Net revenue (after recosting)

Proposal submitted by the Secretary-General	$62,200
Revised approved estimates for 2010-2011	($2,557,000)

IS3.2 As indicated in table IS3.1 of the proposed programme budget (A/66/6 (Income sect. 3)), the estimated net revenue for 2012-2013 amounts to $62,200, reflecting projected gross expenditure of $38,782,700, after recosting, against anticipated gross revenue of $38,844,900. For the current biennium, there is an estimated net deficit of $2,557,000. A summary of the estimates of gross and net revenue, by individual activity under this section, is contained in table IS3.4 and explained in paragraph IS3.5 of the budget document. The Secretary-General indicates that the proposed budget for 2012-2013 is based on the assumption that the implementation of the capital master plan will continue to have a negative impact on some of the services at Headquarters. **While the Advisory Committee notes that the capital master plan will affect revenue to be generated from some of the services to the public at Headquarters, it is encouraged by the projected net revenue of $62,200 for the biennium 2012-2013 and trusts that efforts will be made to realize, as a minimum, that amount.**

Sale of United Nations publications

IS3.3 The Advisory Committee notes from the budget document that the programme of work for 2012-2013 reflects an emphasis on continuing the initially successful electronic publishing programme launched in the current biennium, which includes smart-phone applications; electronic books for reading devices, such as Kindle, iPad and Nook; and the development of the United Nations e-book collection, a subscription-based platform geared primarily towards institutions, such as libraries (ibid., paras. IS3.30 and 31). The Secretary-General indicates that the evolution of the market for e-books and of electronic publishing technology presents numerous opportunities for outreach and revenue growth.

IS3.4 In this connection, the Advisory Committee enquired about the sale of print and electronic books and mobile applications that targeted the general public and young audiences. The Committee was informed that the average number of print copies sold annually was 12,500 for the Universal Declaration of Human Rights, 14,000 for the Charter of the United Nations and 3,000 for *Basic Facts about the United Nations*. For those three publications, the sale of mobile applications for Apple devices reached 1,600 from June 2010 to May 2011, and 700 electronic copies were sold from August 2010 to May 2011, which did not include sales by Nook and Sony eBook as all statistics were not yet available. Further, three free applications had been recently launched to promote the activities of the Organization, including AIDSInfo. In addition, it was planned to launch a school kit in 2012, both in print and in electronic copies, in order to reach a young audience. **The Advisory Committee welcomes these initiatives to utilize new technology and platforms, in order to promote the activities of the United Nations and to reach both a wider audience and younger generations.**

Services to visitors

IS3.5 With respect to guided tours at Headquarters, it is indicated in paragraphs IS3.47 and IS3.48 that the following external factors will continue to affect the ability of the guided tour operations to generate revenue for the next biennium: (a) closure of the conference and General Assembly buildings for renovation under the capital master plan; (b) security and safety restrictions and (c) fluctuations in the tourism trends of the host city because of the current global economic downturn. In line with trends of increasing ticket prices in the tourism industry of the host city, an increase in ticket prices is usually planned each year for all categories of visitors taking the guided tour. However, owing to the impact of the capital master plan, which will result in several spaces being closed off to the guided tours, fees for 2012-2013 will remain at the 2010-2011 level. Consequently, the price of the guided tour will continue to be less expensive than most attractions in the host city. **The Advisory Committee is of the view that consideration should be given to increasing the fees for guided tours at Headquarters once the capital master plan project is completed, as well as enhancing services provided to the visitors. In this connection, a comparative analysis of fees charged for tourist sites of the host cities could be undertaken so that proposals for increased fees for guided tours at Headquarters could be included in the proposed programme budget for 2014-2015.**

IS3.6 Table IS3.17 in the budget document provides information regarding actual and estimated number of tour participants at Headquarters, Geneva and Vienna for the period from 1993 to 2013. For 2012, the number of visitors is estimated to be 300,000 at Headquarters, 95,000 in Geneva and 52,500 in Vienna. The Advisory Committee notes that the guided tour operation at the United Nations Office at Nairobi is yet to be formally established, owing to the construction work at the Nairobi complex. It is expected that during 2012-2013, with the formal establishment of the Visitors' Service, the number of visitors could reach approximately 7,000 per year. **Given the launch of that new operation and the location of the Office at Nairobi, the Advisory Committee is of the view that the Office could explore opportunities with local tour operators in order to increase the number of visitors to the United Nations Office at Nairobi.**

Sale of gift items

IS3.7 It is indicated in the budget document that the gift shop at Headquarters, currently operated by a contractor, would be closed for renovation as from 1 April 2012 based on the current schedule of the capital master plan (A/66/6 (Income sect. 3), paras. IS3.70-IS3.72). It is further indicated that in preparation for the reopening of the General Assembly Building in 2014, efforts will be made to secure a new gift centre contract and to establish an online sales platform. **The Advisory Committee understands that the Secretary-General intends to pursue the option of online sales of the United Nations gift items in a new gift centre contract and welcomes this initiative.**

Estimated expenditure

Proposal submitted by the Secretary-General	$37,604,000[a]
Revised appropriation for 2010-2011	$39,713,300

A summary of the proposals of the Secretary-General for regular budget posts by budget section is contained in table 5 of the Introduction to the budget. A summary of the total number of posts by source of funds and grade level is contained in annex I to the present report.

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[a] Figures in the present report, unless otherwise noted, are at revised 2010-2011 rates (i.e. before recosting).

IS3.8 The regular budget resources requested for income section 3 amount to $37,604,000, before recosting, representing a decrease of $2,109,300, or 5.3 per cent, compared to the appropriation for the biennium 2010-2011. The proposed decrease is due mainly to reduced requirements under posts ($924,700) and other staff costs ($1,180,200). A summary of requirements by object of expenditure is provided in table IS3.6 of the budget document.

IS3.9 The table below provides a summary of the regular budget posts approved for the biennium 2010-2011 and the Secretary-General's proposals regarding regular budget posts for the biennium 2012-2013.

Staffing resources

Post requirements	*Posts*	*Level*
Regular budget		
Approved for 2010-2011	89	2 P-5, 6 P-4, 4 P-3, 3 P-2/1, 9 GS (PL), 63 GS (OL), 2 SS
Proposed for 2012-2013	89	2 P-5, 6 P-4, 4 P-3, 3 P-2/1, 9 GS (PL), 63 GS (OL), 2 SS
Redeployments	1	1 GS (OL) from Geneva to New York, under Sale of publications

Comments and recommendations on posts

Temporary freezing of posts and redeployment

IS3.10 The Secretary-General proposes to temporarily freeze seven posts during the biennium 2012-2013, owing to the reduction in the level of activities due to the ongoing renovation projects in Vienna and at Headquarters, as follows:

(a) One P-4 and two General Service (Other level) under the United Nations Postal Administration in Vienna (ibid., para. IS3.20);

(b) One P-3 and three General Service (Other level) under Services to visitors in New York (ibid., para. IS3.55). The budget document indicates that these four posts have been temporarily frozen during the current biennium.

IS3.11 The Advisory Committee enquired about the practice of freezing posts and was informed that this was usually done for posts in services under the income sections, when it was foreseen that activities would slow down for an expected period but would recover later. **The Advisory Committee has no objection to the proposed temporary freezing of the posts.**

IS3.12 It is proposed to redeploy one General Service (Other level) post under Sale of United Nations publications, Geneva, to New York, where the operation has been recently consolidated (ibid., paras. IS3.6 and IS3.35). According to the Secretary-General, the closure of the Sales and Marketing office in Geneva in 2010 led to a reorganization of the office at Headquarters, including the establishment of an electronic publishing unit and the adjustment of functions of some staff positions to meet the new requirements. Upon enquiry, the Advisory Committee was informed that the redeployment of the last remaining vacant post in Geneva was proposed to meet the increased new activities and additional operational needs following the reorganization of the office at Headquarters. **The Advisory Committee therefore has no objection to the proposed redeployment of the post.**

Recommendations on non-post resources

IS3.13 A summary of requirements by object of expenditure is contained in table IS3.6 of the budget document. The proposed non-post resources for 2012-2013 amount to $18,725,500. **The Advisory Committee recommends acceptance of the Secretary-General's proposal for non-post resources.**

Annex I

Number of posts by source of funds and grade level

A. Posts other than at peacekeeping operations

	2010-2011 (authorized)		*2012-2013 (proposed)*	
	Number	*Percentage*	*Number*	*Percentage*
Regular budget, expenditure sections				
USG	34	0.3	34	0.3
ASG	28	0.3	29	0.3
D-2	101	1.0	105	1.0
D-1	277	2.7	287	2.8
Professional	4 121	39.6	4 129	39.9
General Service and other	5 746	55.3	5 679	54.9
Subtotal	**10 307**	**99.1**	**10 263**	**99.1**
Regular budget, income sections				
Professional	15	0.1	15	0.1
General Service and other	74	0.7	74	0.7
Subtotal	**89**	**0.9**	**89**	**0.9**
Total	**10 396**	**100.0**	**10 352**	**100.0**
Other assessed[a]				
D-2	8	0.6	8	0.6
D-1	23	1.7	23	1.8
Professional	852	64.6	843	64.8
General Service and other	435	33.0	427	32.8
Total	**1 318**	**100.0**	**1 301**	**100.0**
Extrabudgetary				
ASG	6	0.0	6	0.0
D-2	44	0.3	48	0.4
D-1	186	1.4	197	1.5
Professional	3 597	27.5	3 577	27.4
General Service and other	9 254	70.7	9 214	70.6
Total	**13 087**	**100.0**	**13 042**	**100.0**
International tribunals[b]			not available	
USG	2	0.2		
ASG	2	0.2		
D-2	2	0.2		
D-1	7	0.6		

	2010-2011 (authorized)		2012-2013 (proposed)	
	Number	Percentage	Number	Percentage
Professional	501	42.9		
General Service and other	655	56.0		
Total	**1 169**	**100.0**		

[a] Estimated number of posts for the biennium 2012-2013, reflecting the approval of the General Assembly decided upon in its resolution 65/290, on the support account for peacekeeping operations.

[b] Posts approved for the Office of Internal Oversight Services for the biennium 2010-2011 for oversight services related to the Tribunals are reflected under the heading "Other assessed" in line with the presentation in the proposed programme budget for the biennium 2012-2013.

B. Authorized civilian posts in all peacekeeping operations[a]

	For the financial period ended 30 June	
	2011	2012
International staff[b]		
Professional and higher		
USG	8	8
ASG	21	20
D-2	38	38
D-1	110	110
P-5	313	311
P-4	781	748
P-3	1 259	1 145
P-2/P-1	363	288
Subtotal	**2 893**	**2 668**
Field Service	3 788	3 394
Security Service	0	0
Total, international staff	**6 681**	**6 062**
National staff[c]	14 870	15 089
Total	**21 551**	**21 151**

[a] Representing the authorized level during the period, excluding posts funded from the support account and the United Nations Logistics Base.

[b] Excluding temporary positions under general temporary assistance.

[c] Including National Officers, where applicable.

C. Jointly financed posts

	2010-2011 (authorized)		*2012-2013 (proposed)*	
Budget section	*Number*	*Percentage*	*Number*	*Percentage*
2. General Assembly and Economic and Social Council affairs and conference management				
USG	—	0.0	—	0.0
ASG	—	0.0	—	0.0
D-2	—	0.0	—	0.0
D-1	1	0.6	1	0.6
Professional	87	50.0	87	50.0
General Service and other	86	49.4	86	49.4
Subtotal	**174**	**100.0**	**174**[a]	**100.0**
13. International Trade Centre				
USG	—	0.0	—	0.0
ASG	1	0.6	1	0.6
D-2	1	0.6	1	0.6
D-1	5	3.1	5	3.0
Professional	84	51.9	86	52.4
General Service and other	71	43.8	71	43.3
Subtotal	**162**	**100.0**	**164**[b]	**100.0**
32. Jointly financed administrative activities				
USG	—	0.0	—	0.0
ASG	—	0.0	—	0.0
D-2	3	3.7	3	3.7
D-1	5	6.2	5	6.2
Professional	36	44.4	36	44.4
General Service and other	37	45.7	37	45.7
Subtotal	**81**	**100.0**	**81**	**100.0**
35. Safety and security				
USG	—	0.0	—	0.0
ASG	—	0.0	—	0.0
D-2	1	0.1	1	0.1
D-1	2	0.2	11	1.1

Budget section	2010-2011 (authorized)		2012-2013 (proposed)	
	Number	Percentage	Number	Percentage
Professional	362	38.0	353	36.8
General Service and other	588	61.7	595	62.0
Subtotal	**953**	**100.0**	**960**	**100.0**
Total	**1 370**[c]		**1 379**[d]	

[a] Two posts (1 P-3 and 1 GS (OL)) under the Library Unit approved in the biennium 2010-2011 have been excluded to constitute a comparable base with staffing in the biennium 2012-2013.

[b] A detailed budget for the biennium 2012-2013 is to be submitted to the General Assembly in the last quarter of 2011 under existing arrangements.

[c] Excluding 90 temporary posts under section 29A, Office of the Under-Secretary-General for Management, endorsed by the General Assembly in resolutions 64/243 and 65/260, for the implementation of the enterprise resource planaing project funded through the regular budget, support account for peacekeeping operations and extrabudgetary resources (1 D-2; 8 D-1; 21 P-5; 37 P-4; 9 P-3; 1 P-2; 1 GS (PL); and 12 GS (OL)).

[d] Excluding 90 temporary posts under section 29A, Office of the Under-Secretary-General for Management, endorsed by the General Assembly in resolutions 64/243 and 65/260, for the implementation of the enterprise resource planning project funded through the regular budget, support account for peacekeeping operations and extrabudgetary resources (1 D-2; 8 D-1; 21 P-5; 37 P-4; 9 P-3; 1 P-2; 1 GS (PL); and 12 GS (OL)); and the proposed establishment of 14 posts under section 30, Office of Information and Communications Technology, in connection with information and technology initiatives proposed to be funded through the regular budget, support account for peacekeeping operations and extrabudgetary resources (2 D-2; 2 P-5; and 10 P-4).

Annex II

Summary of proposed changes in established and temporary posts

A. Posts proposed for abolition (total: 147)

Section 1. Overall policymaking, direction and coordination

Executive Office of the Secretary-General	2 General Service (Other level)

Section 2. General Assembly and Economic and Social Council affairs and conference management

Meetings and publishing services, New York	37 Trades and Crafts, 4 General Service (Other level)
Documentation services, Geneva	2 P-5, 2 P-4

Section 3. Political affairs

Security Council affairs	1 P-4, 1 P-3, 2 General Service (Other level)
Decolonization	1 P-4, 1 General Service (Other level)

Section 5. Peacekeeping operations

United Nations Truce Supervision Organization	2 Field Service

Section 9. Economic and social affairs

Statistics	1 P-3, 1 P-2/1, 1 General Service (Other level)
Economic and Social Council support and coordination	1 P-4
Social policy and development	2 General Service (Other level)
Sustainable development	1 P-5
Development policy and analysis	2 General Service (Other level)
Public administration and development management	2 General Service (Other level)
Financing for development	1 General Service (Other level)

Section 12. Trade and development

Programme support	1 General Service (Other level)

Section 16. International drug control, crime and terrorism prevention and criminal justice

Programme support	1 General Service (Other level)

Section 19. Economic and social development in Asia and the Pacific

Programme support	5 P-3, 2 P-2, 1 National Officer

Section 20. Economic development in Europe

Executive direction and management	1 P-4
Environment	1 P-3, 1 General Service (Other level)
Transport	1 General Service (Other level)
Statistics	2 P-2
Trade	1 P-2

Section 21. Economic and social development in Latin America

Executive direction and management	1 P-2
Linkages with the global economy, regional integration and cooperation	1 P-2
Production and innovation	1 P-2
Macroeconomic policies and growth	1 P-2
Social development and equality	1 P-2
Subregional activities in Mexico and Central America	1 P-2
Subregional activities in the Caribbean	1 Local level
Programme support	1 P-4, 1 P-2, 3 Local level

Section 22. Economic and social development in Western Asia

Economic development and integration	2 Local level
Information and communication technology for regional integration	1 Local level
Programme support	1 Local level

Section 24. Human rights

Supporting human rights treaty bodies	1 P-3, 1 General Service (Other level)

Section 28. Public information

Strategic communications services	5 Local level
News services	4 General Service (Other level)
Outreach and knowledge-sharing services	1 P-5, 1 P-2/1, 9 General Service (Other level)

Section 29B. Office of Programme Planning, Budget and Accounts

Financial Information Operations Service	1 General Service (Other level)

Section 29E. Administration, Geneva

Support services	1 General Service (Other level)
Library services	2 General Service (Other level)

Section 35. Safety and security

Security and safety organization	10 General Service (Other level), 11 Local level

B. Proposed new posts (total: 63)

Section 3. Political affairs

United Nations Register of Damage Caused by the Construction of the Wall in the Occupied Palestinian Territory	1 P-3

Section 5. Peacekeeping operations

United Nations Truce Supervision Organization	2 Local level

Section 7. International Court of Justice

Registry	1 P-3, 1 P-2, 2 GS (Other level)

Section 9. Economic and social affairs

Statistics	2 P-3

Section 16. International drug control, crime and terrorism prevention and criminal justice

Executive direction and management	1 P-4
Countering transnational organized crime and illicit trafficking including drug trafficking	1 P-5, 1 P-4
Terrorism prevention and combating	1 P-4
Justice	1 P-4
Health and livelihoods	1 D-1
Research and trend analysis	1 P-4
Policy support	1 D-1

Section 17. UN-Women

Programme support	2 P-3

Section 19. Economic and social development in Asia and the Pacific

Subprogramme 8, Subregional activities for development, Component 3, Subregional activities for development in North and Central Asia	1 D-1

Section 22. Economic and social development in Western Asia

Advancement of women	1 D-1
Conflict mitigation and development	1 D-1, 1 P-5

Section 24. Human rights

Executive direction and management	2 General Service (Other level)
Supporting human rights treaty bodies	1 P-4, 2 P-3, 2 General Service (Other level)
Supporting the Human Rights Council, its subsidiary bodies and mechanisms	1 P-4, 1 P-3

Section 26. Palestine refugees

Dispute Tribunal (Amman)	1 D-1, 1 P-4
UNRWA headquarters	2 P-5, 1 P-4
Brussels Liaison Office	1 P-4
Washington, D.C., Liaison Office	1 P-5, 1 P-4

Field offices	5 P-3
Section 27. Humanitarian assistance	
Natural disaster reduction	1 D-1
Section 28. Public information	
Outreach services	1 P-2
Section 29D. Office of Central Support Services	
Facilities Management Service	1 P-4
Travel and Transportation Section	1 P-3
Section 31. Internal oversight	
Executive direction and management	1 ASG
Section 35. Security	
Security and safety organization	5 General Service (Other level), 8 Local level

Annex III

New posts proposed for conversion from general temporary assistance, contractual services and extrabudgetary funding

A. Summary of new posts proposed for conversion from general temporary assistance

A total of 14 posts are proposed for conversion to established or temporary posts of those positions previously funded under temporary assistance, resulting in an increase in the staffing as shown below by section and programme:[a]

Section 24. Human rights	
Supporting the Human Rights Council, its subsidiary bodies and mechanisms	1 P-4, 1 P-3, 1 P-2, 1 GS (OL)
Section 28. Public information	
News services	4 General Service (OL)
Section 31. Internal oversight	
Inspection and evaluation	3 P-3, 3 P-2

B. Summary of new posts proposed for conversion from contractual services

A total of 24 posts are proposed for conversion to established posts from contractual services, resulting in an increase in the staffing as shown below by section and programme:

Section 29D. Office of Central Support Services	
Broadcast and Conference Support Section	4 P-3, 5 GS (PL), 8 GS (OL)
Plant Engineering Section	7 TC

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[a] In addition, 10 Professional posts (2 P-4, 6 P-3 and 2 GS (OL)) are proposed for conversion from temporary to established posts under section 7, International Court of Justice. The proposed conversion reflects a change in status from temporary to established, with a zero net effect on resources.

C. Summary of new posts proposed for conversion from extrabudgetary funding

A total of two posts are proposed for conversion to established or temporary posts of those positions previously under extrabudgetary funding, resulting in an increase in the staffing as shown below by section and programme:

Section 3. Political affairs	
Office of the United Nations Special Coordinator for the Middle East Peace Process	1 National Officer
Section 27. Humanitarian assistance	
Coordination of humanitarian action and emergency response	1 P-5

Annex IV

Posts proposed for reclassification (total: 55)

Section 1. Overall policymaking, direction and coordination	1 P-5 to D-1
Section 2. General Assembly and Economic and Social Council affairs and conference management	11 P-4 to P-5
Section 3. Political affairs	1 Field Service to Local level
Section 5. Peacekeeping operations	13 Field Service to Local level
	1 Field Service to National Officer
Section 18. Economic and social development in Africa	1 Field Service to P-4
	1 Local level to National Officer
Section 22. Economic and social development in Western Asia	1 P-4 to P-3
Section 26. Palestine refugees	4 D-1 to D-2
	1 P-4 to P-5
Section 28. Public information	6 Local level to National Officer
Section 29G. Administration, Nairobi	2 P-5 to D-1, 2 P-4 to P-5
Section 35. Security	4 P-5 to D-1, 6 P-3 to P-4

Annex V

General temporary assistance positions funded as at 31 March 2011 and expected to continue in the biennium 2012-2013

Part	*Section*	*Number of positions as at 31 March 2011*	*Number of positions estimated to continue in 2012-2013*	*Number of positions proposed for conversions to established posts in 2012-2013*	*Functional title*
Part I. Overall policymaking, direction and coordination					
1	Overall policymaking, direction and coordination	9	4	—	Chef de Cabinet of the President of the General Assembly, Deputy Chef de Cabinet of the President of the General Assembly, Senior Adviser, Adviser
2	General Assembly and Economic and Social Council affairs and conference management	25	4	—	Database Administrator, Human Resources Assistant, Net Developer
	Subtotal	**34**	**8**	**—**	
Part II. Political affairs					
3	Political affairs	4	3	—	Finance and Budget Officer, Finance Team Assistant, Human Resources Assistant
4	Disarmament	2	1	—	Team Assistant
5	Peacekeeping operations	5	—	—	
	Subtotal	**11**	**4**	**—**	
Part III. International justice and law					
7	International Court of Justice	3	3	—	Senior Medical Officer, Typists
8	Legal affairs	4	—	—	
	Subtotal	**7**	**3**	**—**	
Part IV. International cooperation for development					
9	Economic and social affairs	5	1	—	Statistician
10	Least developed countries, landlocked developing countries and small island developing States	4	—	—	
12	Trade and development	6	—	—	
15	Human settlements	5	5	—	Administrative Assistant, Personal Assistant, Programme Assistant, Team Assistants

Part	*Section*	*Number of positions as at 31 March 2011*	*Number of positions estimated to continue in 2012-2013*	*Number of positions proposed for conversions to established posts in 2012-2013*	*Functional title*
16	International drug control, crime and terrorism prevention and criminal justice	2	—	—	
	Subtotal	**22**	**6**	**—**	
Part V. Regional cooperation for development					
17	Economic and social development in Africa	33	28	—	Medical Officer, Buildings Services Clerk, Carpenter, Cleaner, Data Entry Operator, Driver, Finance Assistant, Inventory and Supply Assistant, Labourers, Mail Assistant, Messengers, Team Assistant, Technicians, Telephone Operator, Telephone Receptionist, Transportation Assistants
18	Economic and social development in Asia and the Pacific	4	3	—	Information Systems Assistant, Telecommunications Technician
19	Economic development in Europe	1	—	—	
20	Economic and social development in Latin America and the Caribbean	17	2	—	Driver, Finance Assistant
21	Economic and social development in Western Asia	6	6	—	Medical Officer, Information Technology Officer, Information Systems Assistant, Nurse, Telecommunication Operator, Telecommunication Technician
	Subtotal	**61**	**39**	**—**	
Part VI. Human rights and humanitarian affairs					
23	Human rights	6	—	—	
25	Palestine refugees	1	—	—	
26	Humanitarian assistance	5	—	—	
	Subtotal	**12**	**—**	**—**	
Part VII. Public information					
27	Public information	30	21	4	Press Officers, Public Information Officer, Radio Producer, Information Assistant, Printing Press Operator, Public Information Assistants, Website Assistants, Proofreader
	Subtotal	**30**	**21**	**4**	

Part	Section	Number of positions as at 31 March 2011	Number of positions estimated to continue in 2012-2013	Number of positions proposed for conversions to established posts in 2012-2013	Functional title
Part VIII. Common support services					
28A.	Office of the Under-Secretary-General for Management	1	1	—	Legal Officer
28B.	Office of Programme Planning, Budget and Accounts	3	—	—	
28C.	Office of Human Resources Management	11	8	—	President of the XXXII Session of the Staff-Management Coordination Committee, Medical Officer, Administrative Officer, Human Resources Assistant, Office Assistant, Staff Development Assistants
28D.	Office of Central Support Services	5	5	—	Chief of Business Continuity Management Unit, Business Continuity Specialist, Drivers, Messenger
28E.	Administration, Geneva	10	3	—	Information Systems Officers, Website Coordinator, Computer Information Systems Assistant
28F.	Administration, Vienna	3	—	—	
28G.	Administration, Nairobi	2	1	—	Business Continuity Planning Coordinator
29	Office of Information and Communications Technology	14	4	—	Information Systems Officer, Administrative Assistant, Computer Systems Assistant
	Subtotal	**49**	**22**	—	
Part IX. Internal oversight					
30	Internal oversight	9	—	6	Evaluation Officers, Associate Evaluation Officers
	Subtotal	**9**	—	**6**	
Part XII. Safety and security					
34	Safety and security	67	39	—	Procurement Coordinator, Security Officers, Clerk, Control Centre Assistants, Information Management Clerk, Office Assistant, Office Assistant/Pass and ID Assistants, Project Assistant, Team Assistants, Technicians
	Subtotal	**67**	**39**	—	
	Total	**302**	**142**	**10**	

Annex VI

Status of posts approved by the General Assembly in resolution 63/260, on development-related activities

Budget section and subprogramme	*Posts approved under General Assembly resolution 63/260* *Level*	*Status as of July 2011*
9. Economic and social affairs		
Executive direction and management	1 P-5	Post encumbered since 1 July 2009
1. Economic and Social Council support and coordination	1 P-4	Proposed for abolition in the biennium 2012-2013
2. Gender issues and advancement of women	1 P-5	Transferred to UN-Women per General Assembly resolutions 64/289 and 65/259
	2 P-4	
	2 P-3	
3. Social policy and development	1 P-4	Post encumbered since November 2010
4. Sustainable development	1 P-4	Post encumbered since December 2009
	1 P-3	Proposed for abolition in the biennium 2012-2013
6. Population	1 P-4	Post encumbered since November 2010
9. Sustainable forest management	1 P-5	Post encumbered since July 2010
10. Financing for development	1 P-4	Post encumbered since January 2011
Subtotal	**8 (2 P-5, 3 P-4, 1 P-3)**	
10. Least developed countries, landlocked developing countries and small island developing States		
1. Least developed countries	1 P-4	Post encumbered since December 2010
2. Landlocked developing countries	1 P-4	Post encumbered since May 2010
3. Small island developing States	1 P-4	Post encumbered since April 2010
Subtotal[a]	**3 P-4**	
11. United Nations support for the New Partnership for Africa's Development		
1. Coordination of global advocacy of and support for the New Partnership for Africa's Development	1 P-4	Post encumbered since April 2010
	2 P-3	Posts encumbered since February 2010 and August 2010
Subtotal	**3 (1 P-4, 2 P-3)**	
12. Trade and development		
1. Globalization, interdependence and development	1 D-1	Post encumbered
	1 P-5	Post encumbered
	2 P-4	Posts encumbered. One P-4 had to be re-advertised as none of the interviewed candidates matched the requirements of the post. In the meanwhile, that post has been utilized for temporary expertise to advance a project on comparing regional and monetary cooperation experiences in developing regions

	Posts approved under General Assembly resolution 63/260	
Budget section and subprogramme	*Level*	*Status as of July 2011*
	2 P-3	Post encumbered
2. Investment and enterprise	1 P-5	Post encumbered
	1 P-4	Post encumbered
3. International trade	1 D-1	Post encumbered
	1 P-4	Post encumbered
5. Africa, least developed countries and special programmes	1 D-1	Post encumbered
	1 P-4	Post encumbered
Subtotal	**12 (3 D-1, 2 P-5, 5 P-4, 2 P-3)**	
17. UN-Women		
2. Gender issues and advancement of women	1 P-5	Posts transferred from section 9 to section 17, as of 1 January 2011 per resolutions 64/289 and 65/259
	2 P-4	
	2 P-3	
Subtotal	**5 (1 P-5, 2 P-4, 2 P-3)**	
18. Economic and social development in Africa		
Executive direction and management	1 National Officer	Post encumbered
7. Subregional activities for development	6 National Officers	Post encumbered
	4 National Officers	Interview in progress
	1 National Officer	Re-advertised in June as the initial recruitment process did not provide a suitable candidate
9. Statistics	2 P-5	Post encumbered
	2 P-4	Post encumbered
	2 P-3	Post encumbered
Programme support	1 National Officer	Job opening posted in Inspira, awaiting deadline
Subtotal	**19 (2 P-5, 2 P-4, 2 P-3, 13 National Officers)**	
19. Economic and social development in Asia and the Pacific		
8. Subregional activities for development	1 D-1	Post encumbered since 1 June 2010
	1 D-1	Post expected to be filled by lateral movement in September 2011
	1 P-5	Post encumbered since 19 August 2010
	1 P-5	Post encumbered since 1 May 2010
	1 P-5	Interview and assessments completed. Final review and submission to central review body

	Posts approved under General Assembly resolution 63/260	
Budget section and subprogramme	*Level*	*Status as of July 2011*
	1 P-5	Post encumbered since 29 April 2011
	1 P-4	Post encumbered since 9 May 2010
	1 P-3	Post encumbered from 22 December 2009 to 11 March 2011. Shortlisting of candidates for replacement of previous incumbent under way
	1 P-3	Pending assessment information, shortlisting of candidates under way
	1 Local level	On hold pending completion of review of joint arrangements for administration support with the Asian and Pacific Centre for Transfer Technology
	1 National Officer	Post encumbered since 24 May 2011
Subtotal	**11 (2 D-1, 4 P-5, 1 P-4, 2 P-3, 1 Local level, 1 National Officer**	
20. Economic development in Europe		
Executive direction and management	1 P-4	This post (Economic Affairs Officer) is occupied by an incumbent who was appointed on 1 May 2010. The incumbent will retire in August 2012. The post is proposed to be abolished effective 1 January 2013
3. Statistics	1 P-3	This post (Statistician) is occupied by an incumbent who was appointed on 1 August 2010
5. Sustainable energy	1 P-4	This post (Economic Affairs Officer) is occupied by an incumbent who was appointed on 8 August 2010
Programme support	1 P-3	This post (Economic Affairs Officer) in Almaty is currently vacant due to delays in the set-up of the office. ECE was able to proceed with advertisement of this post only on 15 September 2010. However, the post is proposed to be abolished effective 1 January 2012
Subtotal	**4 (2 P-4, 2 P-3)**	
21. Economic and social development in Latin America and the Caribbean		
1. Linkages with the global economy, regional integration and cooperation	1 P-4	Post encumbered
	1 P-3	Post encumbered
2. Production and innovation	1 P-3	Post encumbered
4. Social development and equity	1 P-3	Post encumbered
5. Mainstreaming the gender perspective in regional development	1 P-5	Job opening published
	1 P-3	Post encumbered
6. Population and development	1 P-3	Post encumbered
8. Sustainable development and human settlements	1 P-5	Post encumbered
	1 P-3	Post encumbered

Budget section and subprogramme	Posts approved under General Assembly resolution 63/260 Level	Status as of July 2011
	1 P-2	Recruitment process finished. Candidate has been selected from roster
9. Natural resources and infrastructure	1 P-4	Post encumbered
	1 P-3	Post encumbered
	1 P-2	Post encumbered
	1 Local level	Post encumbered
10. Statistics and economic projections	1 P-3	Post encumbered
11. Subregional activities in Mexico and Central America	1 P-4	Post encumbered
	1 P-3	Job opening published
	1 Local level	Post encumbered
12. Subregional activities in the Caribbean	2 P-3	Post encumbered
Subtotal	**20 (2 P-5, 3 P-4, 11 P-3, 2 P-2, 2 Local level)**	
22. Economic and social development in Western Asia		
1. Integrated management of natural resources for sustainable development	1 P-4	Post encumbered as of 1 of March 2010
2. Integrated social policies	1 P-4	Filled on 11 April 2009. It became vacant again in April 2010 due to the incumbent's promotion to a P-5 position. Currently it is temporarily encumbered until 31 December 2011
3. Economic development and integration	1 P-4	Post encumbered as of 12 January 2010
4. Information and communication technology for regional integration	1 P-5	Post encumbered as of 21 December 2009
	1 National Officer	Selected candidate withdrew. Job opening is being reissued and is closing 11 July 2011
5. Statistics for evidence-based policymaking	1 P-3	Post encumbered as at 9 March 2009
Subtotal	**6 (1 P-5, 3 P-4, 1 P-3, 1 National Officer)**	
Total	**91**	

[a] Excluding posts transferred to UN-Women.

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